

**Colorado Municipal League**  
**Advanced Comparison Detailed Report**  
**4/13/2020**

**Job # B073.1 - ATTORNEY, LEAD PROSECUTING**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	City Attorney/Prosecutor	City Council	01/2020	2080.00	=	Y	0	0	1	\$77,426	\$96,794	\$116,161	\$102,340	\$102,340	\$102,340	\$102,340
AURORA	Criminal Prosecution Manager (AF10)	Deputy City Manager	01/2020			Y			2	\$113,719	\$142,148	\$170,578	\$0	\$0	\$140,691	\$140,691
DELTA COUNTY	Attorney		01/2020	2080.00	=	N	0	0	2	\$63,496	\$76,226	\$88,955	\$72,420	\$72,420	\$72,420	\$0
DENVER	Senior Deputy District Attorney		03/2020	2080.00			0	0	11	\$121,575	\$158,048	\$194,520	\$121,575	\$152,436	\$130,208	\$126,734
ENGLEWOOD	Prosecuting Attorney	City Attorney	01/2019	2080.00	=	Y	1	0	1	\$86,386	\$107,957	\$129,528	\$85,093	\$85,093	\$85,093	\$0
LONGMONT	Prosecuting Attorney II	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$96,553	\$106,208	\$115,864	\$108,354	\$108,354	\$108,354	\$108,354
SNOWMASS VILLAGE	PROSECUTING ATTORNEY III		07/2019	2080.00		N			0	\$100,466	\$131,342	\$162,219	\$162,219	\$162,219	\$162,219	\$0
WESTMINSTER	Lead Prosecuting Attorney	City Attorney	01/2020	2085.00	=	Y	5	5	1	\$96,493	\$108,605	\$120,717	\$120,617	\$120,617	\$120,617	\$120,617
WINDSOR	Assitant Town Attorney	Town Attorney	02/2020	1820.00	=	Y	0	0	1	\$82,400	\$103,000	\$123,600	\$88,579	\$88,579	\$88,579	\$0
Average										\$93,168	\$114,481	\$135,794	\$107,650	\$111,507	\$112,280	\$119,747

**Job # M03 / S03 - ATTORNEY, MUNICIPAL OR COUNTY**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	City Attorney	City Council	01/2019	2080.00	=	Y	2	2	1	\$0	\$0	\$0	\$175,884	\$175,884	\$175,884	\$0
AURORA	City Attorney (GB00)	Mayor/City Council	01/2020	2080.00	=	Y	36	0	1	\$0	\$0	\$0	\$190,899	\$190,899	\$207,802	\$207,802
BLANCA	Lawyer	Board of Trustees		2080.00	=	N	0	0	0	\$12,000	\$12,000	\$12,000	\$0	\$0	\$0	\$0
BRIGHTON	City Attorney	City Council	03/2020	2080.00	=	N	0	0	1	\$167,748	\$198,672	\$229,595	\$185,099	\$185,099	\$185,099	\$0
BROOMFIELD	City & County Attorney	Mayor & Council	01/2020	2080.00	=	Y	1	1	1	\$163,800	\$192,764	\$221,728	\$205,941	\$205,941	\$205,941	\$0
COLORADO SPRINGS	City Attorney	Mayor/City Council	02/2020	2080.00	=	Y	43	6	1	\$178,947	\$215,144	\$251,342	\$206,560	\$206,560	\$206,560	\$0
COMMERCE CITY	City Attorney	City Council	01/2020	2080.00	=	Y	4	4	1	\$0	\$0	\$0	\$191,086	\$191,086	\$191,086	\$0
DELTA COUNTY	County Attorney		01/2020	1768.00	=	N	0	0	1	\$92,757	\$111,352	\$129,948	\$98,588	\$98,588	\$98,588	\$0
DENVER	City Attorney		03/2020	2080.00	=	Y	0	0	1	\$24,960	\$77,480	\$130,000	\$196,650	\$196,650	\$196,650	\$196,650
FORT COLLINS	City Attorney	City Council	01/2020	2080.00	=	Y	0	0	1	\$150,000	\$225,000	\$300,000	\$206,090	\$206,090	\$206,090	\$194,259
GRAND JUNCTION	City Attorney	City Council	1/2020	2080.00	=	Y	4	4	1	\$0	\$0	\$0	\$186,300	\$186,300	\$186,300	\$0
GREELEY	CITY ATTORNEY	City Council	01/2020	2080.00	=	Y	8	7	1	\$168,584	\$210,730	\$252,876	\$205,164	\$205,164	\$205,164	\$0
GREENWOOD VILLAGE	City Attorney		01/2020	2080.00	=	N	0	0	1	\$189,250	\$189,250	\$189,250	\$189,250	\$189,250	\$189,250	\$0
GUNNISON COUNTY	County Attorney	BOCC	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$150,432	\$150,432	\$150,432	\$0
LONGMONT	City Attorney	City Council	01/2020	2080.00	=	Y	7	5	1	\$0	\$0	\$0	\$185,633	\$185,633	\$185,633	\$185,633
MONTRORSE	City Attorney	City Council	01/2020	2080.00	=	Y	3	3	1	\$128,071	\$161,474	\$194,878	\$140,000	\$163,491	\$145,781	\$0
PARKER	Town Attorney		01/2019	2080.00		N	0	0	1	\$139,900	\$185,400	\$230,900	\$197,076	\$197,076	\$197,076	\$0
PUEBLO	CITY ATTORNEY	MAYOR	01/2020	2085.00	=	Y	7	7	1	\$0	\$86,490	\$172,979	\$158,424	\$158,424	\$158,424	\$0
TELLURIDE	TOWN ATTORNEY	Town Council	03/2020	2080.00	=	Y	0	1	1	\$0	\$0	\$0	\$146,544	\$146,544	\$146,544	\$0
THORNTON	City Attorney	Mayor/City Council	01/2020	2080.00	=	Y	0	10	1	\$0	\$0	\$0	\$215,572	\$215,572	\$215,572	\$0
WESTMINSTER	City Attorney	Mayor	01/2020	2085.00	=	N	4	0	1	\$232,000	\$232,000	\$232,000	\$232,000	\$232,000	\$232,000	\$232,000
WINDSOR	Town Attorney	Town Board	02/2020	2080.00	=	Y	1	1	1	\$150,000	\$186,000	\$222,000	\$163,198	\$163,198	\$163,198	\$0
WOODLAND PARK	CITY ATTORNEY/CHIEF LEGAL COUNSEL		01/2020	2080.00		N	0	0	1	\$115,223	\$144,090	\$172,956	\$117,000	\$117,000	\$117,000	\$0
Average										\$136,660	\$161,856	\$196,163	\$179,245	\$180,313	\$180,276	\$203,269

**Job # B073.5 - ATTORNEY, SENIOR ASSISTANT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Senior Assistant City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	4	\$103,488	\$122,496	\$141,504	\$103,488	\$129,139	\$116,386	\$0
AURORA	Senior Assistant City Attorney (AJ10)	City Attorney	01/2020			Y			4	\$56,538	\$69,210	\$81,883	\$105,577	\$153,160	\$135,333	\$153,157
BROOMFIELD	Senior Attorney	City & County Attorney	01/2020	2080.00	=	Y	0	0	2	\$101,296	\$121,576	\$141,856	\$129,293	\$133,994	\$131,643	\$0
COLORADO SPRINGS	Senior Attorney	Deputy City Attorney	02/2020	2080.00	=	Y	0	0	13	\$115,772	\$139,190	\$162,609	\$125,233	\$138,030	\$132,588	\$0
COMMERCE CITY	Deputy City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$110,478	\$149,145	\$187,812	\$149,776	\$149,776	\$149,776	\$0
DENVER	Assistant City Attorney Senior		03/2020	2080.00	=	Y	0	0	70	\$121,575	\$158,048	\$194,520	\$121,575	\$182,200	\$151,170	\$150,438
ENGLEWOOD	Deputy City Attorney	City Attorney	01/2019	2080.00	<	Y	0	0	1	\$116,707	\$148,809	\$180,912	\$117,281	\$117,281	\$117,281	\$0
FORT COLLINS	Sr Assistant City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	3	\$99,000	\$132,000	\$165,000	\$125,901	\$157,690	\$143,189	\$139,691
GREELEY	DEPUTY CITY ATTORNEY	City Attorney	01/2020	2080.00	=	N	0	0	1	\$117,501	\$146,876	\$176,252	\$148,928	\$148,928	\$148,928	\$0
LONGMONT	Sr Assistant City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$123,168	\$135,480	\$147,792	\$130,006	\$130,006	\$130,006	\$130,006
PUEBLO	SENIOR ASSISTANT CITY ATTORNEY	CITY ATTORNEY	01/2020	2085.00	=	Y	0	0	1	\$110,379	\$116,808	\$123,238	\$110,379	\$110,379	\$110,379	\$0
STEAMBOAT SPRINGS	ASSISTANT CITY ATTORNEY	CITY ATTORNEY	01/2019	2080.00	=	Y	1	1	1	\$73,176	\$89,641	\$106,106	\$91,428	\$91,428	\$0	\$0

THORNTON	Senior Assistant City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$103,477	\$120,033	\$136,589	\$132,155	\$132,155	\$132,155	\$0
WESTMINSTER	Assistant City Attorney II	City Attorney	01/2020	2086.00	=	Y	0	0	2	\$111,510	\$125,448	\$139,387	\$116,975	\$122,710	\$119,843	\$119,843

<b>Average</b>										<b>\$104,576</b>	<b>\$126,769</b>	<b>\$148,961</b>	<b>\$122,000</b>	<b>\$135,491</b>	<b>\$132,206</b>	<b>\$138,627</b>
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#### Job # B012.5 - CONSTRUCTION PROJECT MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
DENVER	Project Manager I		03/2020	2080.00			0	0	51	\$73,157	\$95,104	\$117,051	\$80,085	\$117,051	\$96,887	\$94,377
ERIE	Project Manager	Facilities Supervisor	02/2020	2080.00	<	N	0	0	1	\$61,342	\$73,610	\$85,879	\$70,658	\$70,658	\$70,658	\$0
LAKEWOOD	Facilities Construction Coord		01/2020	2080.00		N			1	\$67,538	\$81,026	\$94,515	\$80,974	\$80,974	\$80,974	\$0
LOVELAND	Construction Project Manager	Division Manager	01/2020	2080.00	=	N	0	0	2	\$61,800	\$78,800	\$95,800	\$90,147	\$93,142	\$91,644	\$0
THORNTON	Facility Construction Manager		01/2020	2080.00	=	N	0	0	1	\$81,659	\$94,724	\$107,790	\$107,790	\$107,790	\$107,790	\$0
<b>Average</b>										<b>\$69,099</b>	<b>\$84,653</b>	<b>\$100,207</b>	<b>\$85,931</b>	<b>\$93,923</b>	<b>\$89,591</b>	<b>\$94,377</b>

#### Job # B088.2 - DIGITAL TECHNICIAN / PD

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Digital Technician	Police Sergeant	01/2020	2080.00	=	N	0	0	1	\$49,504	\$57,772	\$66,040	\$55,016	\$55,016	\$55,016	\$0
CASTLE ROCK			01/2020	2080.00		N			1	\$44,990	\$52,863	\$60,736	\$0	\$0	\$0	\$0
COMMERCE CITY	Digital Records Technician	Records Supervisor	01/2020	2080.00	=	N	0	0	1	\$40,986	\$51,232	\$61,479	\$45,759	\$45,759	\$45,759	\$0
DENVER	Real Time Crime Center Technician		03/2020	2080.00			0	0	6	\$36,774	\$45,230	\$53,685	\$50,960	\$54,080	\$53,040	\$53,560
VAIL	Systems & Evidence Technician		01/2020	2080.00	=	N	0	0	1	\$54,959	\$67,325	\$79,691	\$58,000	\$58,000	\$58,000	\$0
<b>Average</b>										<b>\$45,443</b>	<b>\$54,884</b>	<b>\$64,326</b>	<b>\$52,434</b>	<b>\$53,214</b>	<b>\$52,954</b>	<b>\$53,560</b>

#### Job # B029 - ACCOUNTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Accountant		01/2020	2080.00	=	Y	0	0	1	\$56,849	\$67,290	\$77,731	\$72,712	\$72,712	\$72,712	\$0
ASPEN	Accountant I	Assistant Finance Director/Controller	01/2019	2080.00	=	Y	0	0	0	\$55,145	\$55,145	\$55,145	\$0	\$0	\$0	\$0
AURORA	Accountant II (AD26)	Manager of Accounting	01/2020	2080.00	=	Y	0	0	2	\$43,076	\$57,076	\$71,075	\$68,955	\$68,955	\$70,151	\$70,151
BASALT	Sr. Accounting Technician	Director of Finance	01/2020	2080.00	=	N	0	0	1	\$55,593	\$66,622	\$77,650	\$65,000	\$65,000	\$65,000	\$65,000
BENNETT	Accountant	Finance Director	01/2020	2080.00	=	N	0	0	1	\$45,544	\$55,276	\$65,008	\$45,544	\$65,008	\$55,276	\$55,276
BRIGHTON	Accountant II	Controller	03/2020	2080.00	=	Y	0	0	0	\$50,062	\$59,324	\$68,585	\$0	\$0	\$0	\$0
BROOMFIELD	Accountant	Accounting Manager	01/2020	2080.00	=	Y	0	0	1	\$57,096	\$68,692	\$80,288	\$67,579	\$67,579	\$67,579	\$0
CASTLE ROCK	ACCOUNTANT		01/2020	2080.00	=	Y	0	0	1	\$52,811	\$62,067	\$71,323	\$0	\$0	\$0	\$0
COMMERCE CITY	Accountant II		01/2020	2080.00	=	N	0	0	1	\$50,330	\$62,912	\$75,494	\$57,879	\$57,879	\$57,879	\$0
CRIPPLE CREEK	Accountant	Finance Director	01/2020	2080.00	=	N	0	0	0	\$44,247	\$52,056	\$59,864	\$58,231	\$58,231	\$58,231	\$0
DELTA COUNTY	Accountant II		01/2020	2080.00	=	N	0	0	1	\$44,599	\$53,540	\$62,481	\$46,824	\$46,824	\$46,824	\$0
DENVER	Accountant Associate		03/2020	2080.00	=	Y	0	0	20	\$56,083	\$72,908	\$89,733	\$60,180	\$81,443	\$67,276	\$65,749
ENGLEWOOD	Accountant	Accounting Manager	01/2019	2080.00	=	Y	0	0	2	\$48,738	\$59,727	\$70,716	\$69,445	\$69,847	\$69,646	\$0
ERIE	Accountant	Finance Director	02/2020	2080.00	=	Y	0	0	1	\$58,470	\$412,215	\$765,960	\$65,225	\$65,225	\$65,225	\$0
EVANS	Accountant	Finance Director	01/2020	2080.00	=	Y	0	0	1	\$54,281	\$66,435	\$78,589	\$60,370	\$60,370	\$60,370	\$60,370
FIRESTONE	Accountant	Finance Director	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$66,986	\$87,082	\$78,000	\$78,000
FORT COLLINS	Accountant II	Sr Manager, Accounting	01/2020	2080.00	=	Y	0	0	2	\$55,472	\$73,962	\$92,453	\$67,500	\$72,894	\$70,197	\$68,854
FORT LUPTON	Accountant I	Finance Director	02/2020	2080.00	=	N	0	0	1	\$45,760	\$57,200	\$68,640	\$49,629	\$49,629	\$49,629	\$0
FORT MORGAN	Accountant	Treasurer	3/2020	2080.00	=	N	0	0	2	\$47,500	\$59,400	\$71,300	\$69,341	\$59,400	\$64,371	\$0
FREDERICK	Accountant / Payroll Administrator	Finance Director	01/2020	2080.00	=	Y	0	0	1	\$50,000	\$61,000	\$72,000	\$55,000	\$55,000	\$55,000	\$0
FRISCO	Accountant II	Finance Director	01/2020	2080.00	=	Y	0	0	1	\$71,332	\$85,596	\$99,861	\$75,754	\$75,754	\$75,754	\$0
GOLDEN	Accountant	Accounting Manager/Assistant Finance Dir.	1/2020	2080.00	=	Y	0	0	2	\$53,800	\$64,500	\$75,200	\$61,000	\$65,000	\$63,000	\$0
GRAND JUNCTION	Accountant/Analyst II	Finance Supervisor	1/2020	2080.00	=	Y	0	0	1	\$54,338	\$65,206	\$76,073	\$67,849	\$67,849	\$67,849	\$0
GREELEY	ACCOUNTANT II	Deputy Finance Director	01/2020	2080.00	=	Y	0	2	2	\$59,195	\$71,034	\$82,873	\$60,733	\$71,032	\$65,883	\$0
GREENWOOD VILLAGE	Accountant	Senior Accountant	01/2020	2080.00	=	Y	0	0	1	\$55,024	\$66,551	\$78,078	\$58,801	\$58,801	\$58,801	\$0
GUNNISON	Accountant	Finance Director	01/2020	2080.00	=	N	0	0	1	\$53,700	\$63,100	\$72,500	\$63,100	\$63,100	\$63,100	\$0
GUNNISON COUNTY	ACCOUNTANT	FINANCE DIRECTOR	01/2020	2080.00	=	N	0	0	4	\$45,040	\$54,374	\$63,707	\$45,040	\$51,279	\$49,332	\$0
LAFAYETTE	Accountant	Finance Director	01/2020	2080.00	=	Y	0	0	1	\$54,022	\$67,528	\$81,033	\$81,033	\$81,033	\$81,033	\$81,033
LAKEWOOD	Accountant II		01/2020	2080.00	=	Y	2	2	1	\$61,443	\$73,694	\$85,946	\$76,648	\$76,648	\$76,648	\$0
LONGMONT	Accountant	Assistant Director of Finance	01/2020	2080.00	=	Y	0	0	3	\$59,858	\$65,844	\$71,830	\$59,858	\$71,830	\$67,165	\$66,510
LOVELAND	Accountant	Accounting Manager & Utility Accounting Mgr	01/2020	2080.00	=	Y	0	0	2	\$51,600	\$65,800	\$80,000	\$65,748	\$68,536	\$67,142	\$0
MANITOU SPRINGS	Deputy Finance Director	Finance Director	01/2020	2080.00	=	N	0	0	1	\$58,634	\$70,360	\$82,087	\$64,497	\$76,224	\$0	\$70,360
MONTROSE	Sales Tax and Accounts Receivable Accountant	Finance Director	01/2020	2080.00	=	N	0	0	1	\$51,676	\$61,144	\$70,612	\$51,676	\$59,259	\$55,467	\$0
MOUNTAIN VILLAGE	Controller	Finance Director	01/2020	2080.00	=	N	0	0	1	\$50,618	\$59,478	\$68,337	\$68,337	\$68,337	\$68,337	\$0

NORTHGLENN	Accountant II	Controller	01/2020	2080.00	=	Y	0	0	1	\$55,100	\$67,500	\$79,900	\$62,213	\$62,213	\$62,213	\$0
PARKER	Accountant		01/2019	2080.00	=	N	0	0	1	\$57,800	\$72,200	\$86,600	\$71,486	\$71,486	\$71,486	\$0
PUEBLO	ACCOUNTANT I	FINANCE DIRECTOR	01/2020	2085.00	=	N	0	0	2	\$60,794	\$68,157	\$75,520	\$60,794	\$60,794	\$60,794	\$0
RIFLE	Accountant		01/2020	2080.00	=	N			0	\$51,240	\$62,842	\$74,445	\$0	\$0	\$0	\$0
SALIDA	ACCOUNTANT (JOURNEY LEVEL)	FINANCE DIRECTOR	02/2020	2080.00	=	N	0	0	2	\$48,487	\$60,609	\$72,731	\$60,611	\$60,611	\$60,611	\$0
SILVERTHORNE	Accounts Receivable Administrator	Finance Director	01/2020	2080.00	=	N	0	0	1	\$56,355	\$65,748	\$75,141	\$59,445	\$59,445	\$59,445	\$0
STEAMBOAT SPRINGS	Accountant	Controller	01/2019	2080.00	=	Y	0	0	1	\$45,437	\$55,660	\$65,883	\$56,623	\$56,623	\$0	\$0
THORNTON	Accountant II	Controller	01/2020	2080.00	=	Y	0	0	2	\$62,295	\$72,262	\$82,230	\$78,342	\$82,230	\$80,286	\$0
Average										\$53,401	\$72,733	\$92,064	\$63,052	\$66,083	\$64,659	\$68,130

#### Job # B028.5 - ACCOUNTANT, SENIOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Accountant II	Accounting Manager/Controller	01/2019	2080.00	=	N	0	0	1	\$61,262	\$73,668	\$86,073	\$61,755	\$75,836	\$67,814	\$0
AURORA	Senior Accountant I/II (AE26)	Manager of Accounting	01/2020	2080.00	=	Y	0	0	4	\$47,384	\$62,784	\$78,183	\$81,310	\$96,676	\$86,898	\$84,802
BERTHOUD	Director of Finance and HR	Town Administrator	01/2020	2080.00	=	N	2	2	1	\$89,295	\$103,228	\$117,162	\$96,158	\$96,158	\$96,158	\$0
BRIGHTON	Senior Accountant		03/2020	2080.00	=	N	0	0	0	\$63,839	\$75,649	\$87,459	\$0	\$0	\$0	\$0
BROOMFIELD	Senior Accountant	Accounting Manager	01/2020	2080.00	=	Y	0	0	3	\$67,288	\$80,496	\$93,704	\$81,702	\$85,280	\$83,491	\$0
COLORADO SPRINGS	Senior Accountant	Accounting Manager	01/2020	2080.00	=	Y	0	0	3	\$69,031	\$82,994	\$96,958	\$69,031	\$77,000	\$69,292	\$0
DELTA	Senior Accountant	Finance Director	01/2020	2080.00	=	N	0	0	1	\$55,660	\$64,654	\$73,648	\$71,615	\$71,615	\$71,615	\$0
DELTA COUNTY	Accountant III		01/2020	2080.00	=	N	0	0	1	\$51,114	\$61,361	\$71,608	\$65,730	\$65,730	\$65,730	\$0
DENVER	Accountant Senior		03/2020	2080.00	=	Y	0	0	44	\$64,090	\$83,317	\$102,544	\$67,925	\$102,544	\$80,574	\$79,613
FORT COLLINS	Sr Accountant	Sr Manager, Accounting	01/2020	2080.00	<	Y	0	0	1	\$63,036	\$84,048	\$105,060	\$82,397	\$82,397	\$82,397	\$84,353
FORT LUPTON	Senior Accountant	Finance Director	02/2020	2080.00	=	Y	0	0	1	\$60,000	\$75,000	\$90,000	\$78,770	\$78,770	\$78,770	\$0
FRUITA	Senior Accountant	Finance Director	01/2020	2080.00	=	Y	3	3	1	\$67,559	\$73,520	\$79,481	\$67,559	\$67,599	\$67,559	\$0
GREELEY	ACCOUNTANT III	Deputy Finance Director	01/2020	2080.00	=	Y	0	3	2	\$83,546	\$102,344	\$121,141	\$87,919	\$91,146	\$89,533	\$0
GREENWOOD VILLAGE	Senior Accountant		01/2020	2080.00	=	N	0	0	1	\$62,307	\$75,141	\$87,975	\$87,505	\$87,505	\$57,505	\$0
GUNNISON COUNTY	SENIOR ACCOUNTANT	FINANCE DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$50,125	\$60,514	\$70,903	\$65,840	\$65,840	\$65,840	\$0
LAFAYETTE	Accountant, Senior	Finance Director	01/2020	2080.00	<	Y	0	0	1	\$69,436	\$86,795	\$104,154	\$70,366	\$70,366	\$70,366	\$70,366
LAKEWOOD	Accountant III		01/2020	2080.00	=	Y	5	3	2	\$74,277	\$89,118	\$103,958	\$84,926	\$100,194	\$92,560	\$0
LONE TREE	Accountant II	Accounting Manager	01/2020	2080.00	=	Y	0	0	1	\$64,800	\$81,000	\$97,200	\$0	\$72,000	\$0	\$0
LONGMONT	LEAD ACCOUNTANT	ACCOUNTING MANAGER	01/2020	2080.00	=	Y	0	0	2	\$77,199	\$84,919	\$92,639	\$77,199	\$92,639	\$86,637	\$85,776
LOUISVILLE	Senior Accountant	Finance Director	02/2020	2080.00	=	N	0	0	1	\$75,400	\$87,558	\$99,715	\$84,011	\$84,011	\$84,011	\$0
LOVELAND	Senior Accountant	Accounting Manager	01/2020	2080.00	=	Y	0	0	1	\$58,100	\$74,100	\$90,100	\$77,771	\$77,771	\$77,771	\$0
MONUMENT	ACCOUNTANT (SENIOR LEVEL)		01/2019	2080.00	=	N			0	\$40,495	\$47,768	\$55,040	\$56,619	\$56,619	\$56,619	\$0
MOUNTAIN VILLAGE	Chief Accountant/Revenue Manager	Finance Director	01/2020	2080.00	=	Y	1	1	1	\$58,702	\$68,976	\$79,251	\$75,152	\$75,152	\$75,152	\$0
PUEBLO	ACCOUNTANT II	FINANCE DIRECTOR	01/2020	2085.00	=	Y	0	0	3	\$71,232	\$79,119	\$87,006	\$41,232	\$87,006	\$77,287	\$0
RIFLE	Senior Accountant		01/2020	2080.00	=	N			1	\$56,910	\$71,190	\$85,470	\$56,910	\$56,910	\$56,910	\$56,910
TELLURIDE	ACCOUNTANT (SENIOR LEVEL)	Finance Director	03/2020	2080.00	=	N	0	0	1	\$62,775	\$76,900	\$91,024	\$71,240	\$71,240	\$71,240	\$0
THORNTON	Senior Accountant	Controller	01/2020	2080.00	=	Y	0	0	1	\$71,325	\$82,737	\$94,149	\$92,692	\$92,692	\$92,692	\$0
TIMNATH			01/2020	2080.00	=				0	\$61,800	\$74,550	\$87,300	\$0	\$0	\$0	\$0
WESTMINSTER	Accountant	Accounting Manager	01/2020	2085.00	=	Y	2	2	3	\$72,254	\$81,286	\$90,318	\$75,087	\$90,318	\$81,105	\$77,910
WINDSOR	Accounting Supervisor	Deputy Director of Finance	02/2020	2080.00	=	N	0	2	1	\$56,800	\$69,600	\$82,400	\$58,504	\$58,504	\$58,504	\$58,504
Average										\$64,235	\$77,144	\$90,054	\$73,590	\$79,626	\$75,705	\$74,779

#### Job # B030 - ACCOUNTING CLERK

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	ACCOUNT CLERK II	DIRECTOR OF FINANCE	01/2020	2080.00	=	N	0	0	2	\$34,235	\$41,082	\$47,929	\$42,411	\$47,923	\$45,167	\$45,167
ASPEN	CASHIER	Accounting Supervisor	01/2019	2080.00	=	N	0	0	1	\$40,222	\$48,367	\$56,512	\$0	\$0	\$0	\$0
AURORA	Financial Support Technician (BB26)	Varies	01/2020	2080.00	=	N	0	0	1	\$29,573	\$37,298	\$45,024	\$44,990	\$52,488	\$49,754	\$48,688
AVON	ACCOUNTANT I - AR/AP	Finance Manager	01/2020	2080.00	<	N	0	1	2	\$43,162	\$51,160	\$59,159	\$45,508	\$59,159	\$52,328	\$0
BRECKENRIDGE	Accounts Receivable Coordinator	Accounting Services Manager	01/01/20	2080.00	=	N	0	0	3	\$41,700	\$50,245	\$58,790	\$56,971	\$58,781	\$58,177	\$0
BRIGHTON	Accounting Clerk II	Controller	03/2020	2080.00	=	N	0	0	1	\$41,453	\$49,122	\$56,791	\$51,840	\$51,840	\$51,840	\$0
BROOMFIELD	Accounting Clerk	Senior Accountant	01/2020	2080.00	=	N	0	0	0	\$39,000	\$46,124	\$53,248	\$0	\$0	\$0	\$0
BUENA VISTA	SENIOR FINANCE CLERK		01/2020	2080.00	=	N	0	0	0	\$32,894	\$39,208	\$45,522	\$0	\$0	\$0	\$0
CARBONDALE	ACCOUNTING CLERK II		01/2020	2080.00	=	N	0	0	1	\$44,125	\$52,994	\$61,862	\$54,556	\$54,556	\$51,958	\$52,994
CENTRAL CITY	ACCOUNTING/HR CLERK	CITY CLERK	01/2020	2080.00	=	N	0	0	0	\$36,618	\$43,026	\$49,434	\$0	\$0	\$0	\$0
COMMERCE CITY	Accounting Technician	Accounting Supervisor	01/2020	2080.00	=	N	0	0	2	\$38,830	\$48,537	\$58,244	\$44,654	\$45,430	\$45,042	\$0
CORTEZ	Acct Clerk A/R	Director of Finance	01/2020	2080.00	=	N	0	0	2	\$32,406	\$40,445	\$48,484	\$42,640	\$42,640	\$42,640	\$0
CRESTED BUTTE	Finance Assistant	Finance Director	01/2020	2080.00	>	N	0	0	1	\$47,501	\$55,046	\$62,590	\$54,683	\$54,683	\$54,683	\$0
DELTA	Accounting Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$41,023	\$47,558	\$54,092	\$43,338	\$43,338	\$43,338	\$0
DENVER	Accounting Technician I		03/2020	2080.00	=	N	0	0	20	\$36,754	\$45,209	\$53,664	\$41,642	\$53,664	\$49,049	\$50,762
ESTES PARK	Accounts Payable Technician	Accounting Manager	01/2020	2080.00	=	N	0	0	1	\$40,341	\$47,400	\$54,459	\$49,055	\$49,055	\$49,055	\$0
EVANS	Accounts Payable Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$39,449	\$47,380	\$55,311	\$40,620	\$40,620	\$40,620	\$40,620
FORT LUPTON	Accounts Payable Clerk	Finance Director	02/2020	2080.00	>	N	0	0	1	\$37,440	\$44,928	\$52,416	\$43,680	\$43,680	\$43,680	\$0

FORT MORGAN	Utility Billing Accounting Clerk	Treasurer	3/2020	2080.00	=	N	0	0	3	\$31,500	\$38,610	\$45,720	\$35,666	\$41,346	\$38,762	\$0
FOUNTAIN	ACCOUNTING CLERK	Deputy Finance Director	02/2020	2080.00	=	N	0	0	1	\$36,291	\$44,275	\$52,259	\$37,017	\$53,304	\$44,421	\$0
GLENWOOD SPRINGS	Accounting Tech/Cashier Landfill	Finance Director	01/2020	2080.00	=	N	0	0	1	\$33,269	\$39,140	\$45,011	\$44,685	\$57,271	\$51,953	\$0
GOLDEN	Accounting Clerk	Accounting Manager	1/2020	2080.00	=	N	0	0	2	\$39,000	\$46,800	\$54,600	\$39,000	\$41,496	\$40,248	\$0
GRAND JUNCTION	Finance Technician	Finance Supervisor	1/2020	2080.00	=	N	0	0	2	\$36,514	\$43,817	\$51,120	\$39,332	\$45,614	\$42,473	\$0
GREELEY	ACCOUNTING CLERK	Senior Accountant	01/2020	2080.00	=	N	0	0	2	\$36,275	\$42,623	\$48,971	\$36,462	\$42,619	\$39,541	\$0
GUNNISON	Accounting Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$40,600	\$47,700	\$54,800	\$54,800	\$54,800	\$54,800	\$0
LA JUNTA	Accounting Clierk II		01/2020	2080.00		N			2	\$27,469	\$30,437	\$33,405	\$27,605	\$28,265	\$27,936	\$0
LAFAYETTE	Finance Clerk Senior	Finance Director	01/2020	2080.00	=	N	0	0	0	\$39,781	\$49,726	\$59,671	\$0	\$0	\$0	\$0
LAMAR	Accounting/Payroll Clerk	City Treasurer	01/2020	2080.00	>	N	0	0	4	\$29,020	\$35,368	\$41,716	\$29,287	\$40,106	\$33,319	\$36,608
LONGMONT	Accounting Assistant	Assistant Director of Finance	01/2020	2080.00	=	N	0	0	0	\$41,311	\$45,442	\$49,573	\$41,311	\$49,573	\$45,901	\$45,901
LOUISVILLE	Accounting Technician I	Accounts Payable & Collections Supervisor	02/2020	2080.00	=	N	0	0	2	\$38,708	\$44,948	\$51,188	\$50,980	\$51,188	\$51,084	\$0
LOVELAND	Accounting Clerk	Accounting Manager	01/2020	2080.00	=	N	0	0	2	\$36,300	\$44,500	\$52,700	\$46,633	\$46,737	\$46,685	\$0
LYONS	ACCOUNTS CLERK II	FINANCE DIRECTOR/TREASURER	01/2020	2080.00	=	N	0	0	0	\$35,173	\$42,336	\$49,498	\$35,701	\$50,240	\$42,198	\$0
MANITOU SPRINGS	ACCOUNTING CLERK II		01/2020	2080.00	=	N	0	0	0	\$38,895	\$46,674	\$54,453	\$42,785	\$50,564	\$0	\$46,674
MEAD			1/2020	2080.00		N			1	\$0	\$0	\$0	\$0	\$0	\$52,000	\$0
MEEKER	Finance Clerk	Administrator	01/2020	2080.00	=	N	0	0	0	\$40,789	\$47,403	\$54,018	\$40,789	\$54,018	\$46,301	\$0
MONTE VISTA	ACCOUNTING CLERK	Finance Director	01/2020	2080.00	<	N	0	0	2	\$28,920	\$33,960	\$39,000	\$31,928	\$31,928	\$31,928	\$0
MONUMENT			01/2019	2080.00		N			0	\$46,274	\$55,822	\$65,370	\$51,605	\$53,220	\$52,413	\$0
NORTHGLENN	Accounting Specialist	Revenue Supervisor	01/2020	2080.00	=	N	0	0	3	\$43,300	\$53,000	\$62,700	\$43,305	\$51,500	\$48,429	\$0
OURAY	Administrative Accounting Clerk	Finance & Administrative Director	01/2020	2080.00	>	N	0	0	1	\$28,011	\$32,679	\$37,348	\$37,348	\$37,348	\$37,348	\$0
PALISADE	Deputy Treasurer	Treasurer	01/2019	2080.00	=	N	0	0	1	\$41,669	\$46,219	\$50,769	\$41,669	\$50,769	\$45,994	\$0
PARKER	Accounting Technician		01/2019	2080.00	=	N	0	0	1	\$36,900	\$43,300	\$49,700	\$50,294	\$50,294	\$50,294	\$0
PUEBLO	ACCOUNTING TECHNICIAN II	FINANCE DIRECTOR	01/2020	2085.00	=	N	0	0	2	\$33,948	\$38,216	\$42,483	\$33,948	\$42,483	\$3,815	\$0
RIFLE	Accounts Payable Clerk		01/2020	2080.00		N			1	\$35,070	\$42,105	\$49,140	\$43,005	\$43,005	\$43,005	\$43,005
SILVERTHORNE	Accounting Coordinator	Finance Director	01/2020	2080.00	>	N	0	0	1	\$47,663	\$55,607	\$63,551	\$47,976	\$47,976	\$47,976	\$0
STEAMBOAT SPRINGS	Account Clerk	Budget & Tax Supervisor	01/2019	2080.00	=	N	0	0	2	\$42,365	\$49,779	\$57,193	\$0	\$0	\$0	\$0
STERLING	Account Clerk I	Finance Director	01/2020	2080.00	=	N	0	0	0	\$26,716	\$32,876	\$39,035	\$0	\$0	\$0	\$0
TELLURIDE	Accounting Tech	Finance Director	03/2020	2080.00	=	N	0	0	2	\$47,435	\$58,108	\$68,781	\$52,028	\$67,103	\$59,566	\$0
THORNTON	Accounting Specialist II - Accounting	Controller	01/2020	2080.00	=	N	0	0	2	\$44,416	\$51,522	\$58,629	\$58,629	\$58,629	\$58,629	\$0
TRINIDAD	Accounts Payable/Finance Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,635	\$45,635	\$45,635	\$0
WALSENBURG	BUSINESS OFFICE STAFF		01/2020	2080.00	=	N	0	0	3	\$0	\$0	\$0	\$28,886	\$33,425	\$30,606	\$0
WELLINGTON	Accounts Payable Clerk	Assistant Finance Director	01/2020	2080.00			0	0	0	\$36,800	\$44,100	\$51,400	\$0	\$0	\$27,616	\$0
WINDSOR	Accounting Clerk	Accounting Manager	02/2020	2080.00	=	N	0	0	1	\$40,400	\$48,500	\$56,600	\$47,944	\$47,944	\$47,944	\$0

**Average** **\$37,908** **\$45,117** **\$52,325** **\$43,554** **\$48,052** **\$44,685** **\$45,602**

**Job # M07.5 - ACCOUNTING MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Accounting Manager/Controller	Director of Finance	01/2019	2080.00	=	N	0	0	1	\$83,991	\$101,000	\$118,008	\$0	\$0	\$0	\$0
AURORA	Financial Support Supervisor (AF26)	varies	01/2020	2080.00	=	Y	6	6	7	\$57,335	\$75,968	\$94,602	\$77,196	\$106,090	\$92,925	\$92,294
AVON	FINANCE MANAGER	Assistant Town Manager - Finance Director	01/2020	2080.00	=	Y	3	1	1	\$84,878	\$105,397	\$125,916	\$99,857	\$99,857	\$99,857	\$0
BRECKENRIDGE	Accounting Services Manager	Director of Finance	01/01/20	2080.00	=	N	0	0	1	\$66,400	\$83,000	\$99,600	\$82,950	\$82,950	\$82,950	\$0
BRIGHTON	Accounting Manager	Finance Director	03/2020	2080.00	=	Y	3	0	1	\$84,810	\$100,500	\$116,190	\$89,899	\$89,899	\$89,899	\$0
BROOMFIELD	Accounting Manager	Director of Finance	01/2020	2080.00	=	Y	13	4	1	\$98,904	\$118,820	\$138,736	\$124,384	\$124,384	\$124,384	\$0
CANON CITY			01/2019	2080.00	=	N	0	0	3	\$57,593	\$67,756	\$77,919	\$57,593	\$68,003	\$61,500	\$0
CASTLE ROCK	ACCOUNTING MANAGER	Assistant Director of Finance	01/2020	2080.00	=	Y	0	0	1	\$79,788	\$95,752	\$111,716	\$0	\$0	\$0	\$0
COLORADO SPRINGS	City Accounting Manager	Chief Financial Officer	01/2020	2080.00	=	Y	21	11	1	\$101,196	\$121,666	\$142,137	\$122,455	\$122,455	\$122,455	\$0
DENVER	Financial Manager		03/2020	2080.00	=	Y	0	0	24	\$89,469	\$116,310	\$143,150	\$97,944	\$143,150	\$124,443	\$121,564
DURANGO	Financial Services Supervisor	Finance Director	01/2020	2080.00	=	Y	3	3	1	\$60,588	\$72,706	\$84,823	\$68,455	\$68,455	\$68,455	\$0
ENGLEWOOD	Accounting Manager	Director of Financial and Administrative Services	01/2019	2080.00	=	Y	4	4	1	\$86,386	\$107,957	\$129,528	\$86,763	\$86,763	\$86,763	\$0
ERIE	Accounting Manager	Finance Director	02/2020	2080.00	=	N	5	5	1	\$88,103	\$105,724	\$123,345	\$100,000	\$100,000	\$100,000	\$0
ESTES PARK	Assistant Finance Officer	Finance Director	01/2020	2080.00	=	Y	5	5	1	\$67,495	\$82,682	\$97,868	\$82,586	\$82,586	\$82,586	\$0
EVANS	Finance Mananger	Finance Director	01/2020	2080.00	=	N	3	0	1	\$80,546	\$100,631	\$120,716	\$83,989	\$83,989	\$83,989	\$83,989
FIRESTONE	Accounting Division Manager	Director of Finance	01/2020	2080.00	=	N	2	0	1	\$82,507	\$98,098	\$113,690	\$82,507	\$113,690	\$94,810	\$94,810
FORT MORGAN	General Accounting Manager	City Treasurer	3/2020	2080.00	=	N	0	0	1	\$60,800	\$76,050	\$91,300	\$72,503	\$72,503	\$72,503	\$0
FOUNTAIN	DEPUTY FINANCE DIRECTOR	Finance Director	02/2020	2080.00	=	N	2	0	1	\$71,854	\$87,662	\$103,470	\$73,291	\$105,539	\$87,950	\$87,950
GLENDALE	Controller	Director of Finance	02/2020	2080.00	=	Y	3	3	1	\$90,125	\$106,862	\$123,600	\$102,775	\$102,775	\$102,775	\$102,775
GLENWOOD SPRINGS	Assistant Finance Director	Finance Director	01/2020	2080.00	=	Y	5	5	0	\$68,907	\$84,460	\$100,013	\$77,251	\$77,251	\$77,251	\$77,251
GOLDEN	Assistant Finance Director	Finance Director	1/2020	2080.00	=	Y	9	6	1	\$81,800	\$102,300	\$122,800	\$97,800	\$97,800	\$97,800	\$0
GRAND JUNCTION	Finance Supervisor	Financial Operations Director	1/2020	2080.00	<	Y	0	4	1	\$73,195	\$87,834	\$102,473	\$88,296	\$91,416	\$91,416	\$0
GREENWOOD VILLAGE	Chief Accountant	Finance Director	01/2020	2080.00	=	Y	5	5	1	\$83,868	\$103,218	\$122,569	\$104,083	\$104,083	\$104,083	\$0
LAFAYETTE	ACCOUNTING MANAGER	FINANCE DIRECTOR	01/2020	2080.00	=	Y	5	0	1	\$89,057	\$111,321	\$133,585	\$107,744	\$107,744	\$107,744	\$107,744
LAKEWOOD	Accounting Manager		01/2020	2080.00	=	Y	7	2	1	\$98,613	\$123,250	\$147,888	\$129,106	\$129,106	\$129,106	\$0
LARKSPUR	Accounting Manager	Mayor/Town Council	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$55,000	\$55,000	\$55,000	\$55,000

LONE TREE	Accountant Manager	Finance Director	01/2020	2080.00	=	Y	4	4	1	\$80,800	\$101,000	\$121,200	\$95,000	\$0	\$0	\$0
LONGMONT	ACCOUNTING MANAGER	CHIEF FINANCIAL OFFICER	01/2020	2080.00	=	Y	0	0	1	\$106,214	\$116,836	\$127,457	\$106,214	\$127,457	\$119,193	\$118,016
LOUISVILLE	Accounting Manager	Director of Finance	02/2020	2080.00	=	Y	3	0	1	\$84,822	\$98,498	\$112,174	\$0	\$0	\$0	\$0
LOVELAND	Accounting Manager	Finance Director	01/2020	2080.00	=	Y	0	7	1	\$93,700	\$121,800	\$149,900	\$97,364	\$97,364	\$97,364	\$0
MONTROSE	Assistant Finance Director	Finance Director	01/2020	2080.00	=	Y	6	4	1	\$72,681	\$88,145	\$103,609	\$65,339	\$84,805	\$78,743	\$0
MONUMENT	Assistant Director of Finance	Director of Finance	01/2019	2080.00	=	N	3	1	1	\$60,000	\$67,500	\$75,000	\$74,520	\$74,520	\$74,520	\$0
MOUNTAIN VILLAGE				0.00					0	\$50,618	\$59,478	\$68,337	\$68,337	\$68,337	\$68,337	\$0
MT. CRESTED BUTTE	Finance Director	Town manager	01/2020	2080.00	=	N	1	0	1	\$80,000	\$95,000	\$110,000	\$105,000	\$105,000	\$105,000	\$0
NORTHGLENN	Controller	Director of Finance	01/2020	2080.00	=	Y	1	1	1	\$88,900	\$111,100	\$133,300	\$101,296	\$101,296	\$101,296	\$0
PARKER	Accounting Manager		01/2019	2080.00	=	N	0	0	1	\$78,900	\$101,000	\$123,100	\$99,730	\$99,730	\$99,730	\$0
SUPERIOR	Accounting Manager	Finance Director	01/2020	2080.00	=	Y	1	1	1	\$71,214	\$95,602	\$119,991	\$114,233	\$114,233	\$114,233	\$0
THORNTON	Controller	Finance Director	01/2020	2080.00	=	Y	8	8	1	\$103,477	\$120,033	\$136,589	\$105,513	\$105,513	\$105,513	\$0
VAIL	Accounting Manager		01/2020	2080.00	=	Y	0	0	1	\$80,790	\$100,987	\$121,185	\$106,862	\$106,862	\$106,862	\$0
WELLINGTON	Assistant Finance Director	Finance Director	01/2020	2080.00	=	Y	0	0	1	\$77,000	\$86,000	\$95,000	\$73,627	\$73,627	\$81,500	\$0
WESTMINSTER	Accounting Manager	Finance Director	01/2020	2085.00	=	Y	11	4	1	\$106,835	\$120,190	\$133,544	\$133,544	\$133,544	\$133,544	\$133,544
WHEAT RIDGE	Accounting Supervisor	Administrative Services Director	01/2020	2080.00	=	N	2	2	1	\$59,428	\$71,356	\$83,285	\$86,283	\$86,283	\$86,283	\$0
WINDSOR	Deputy Director of Finance	Director of Finance	02/2020	2080.00	=	Y	1	2	1	\$82,400	\$104,500	\$126,600	\$106,092	\$106,092	\$106,092	\$0
WOODLAND PARK	Accounting Manager	Finance Director	01/2020	2080.00	=	Y	3	0	1	\$57,002	\$67,112	\$77,221	\$67,122	\$67,122	\$67,122	\$0
Average										\$79,604	\$96,815	\$114,026	\$91,963	\$96,682	\$94,649	\$97,722

**Job # B031 - ACCOUNTING/FINANCE TECH.**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Accounting Technician	Accounting Manager/Controller	01/2019	2080.00	=	N	0	0	1	\$40,222	\$48,367	\$56,512	\$56,512	\$56,512	\$56,512	\$0
AURORA	Financial Support Specialist (BC26)	Varies	01/2020	2080.00	=	N	0	0	9	\$32,530	\$41,028	\$49,527	\$48,880	\$67,271	\$58,662	\$60,820
BRIGHTON	Accounting Technician		03/2020	2080.00	=	N	0	0	1	\$44,104	\$52,264	\$60,423	\$56,160	\$56,160	\$56,160	\$0
BROOMFIELD	Accounting Technician	Varies	01/2020	2080.00	=	N	0	0	4	\$46,280	\$54,288	\$62,296	\$51,563	\$60,840	\$56,202	\$0
BRUSH	Accounting Tech II / HR Officer	Finance Director	01/2020	2080.00	=	N	0	0	1	\$42,234	\$51,794	\$61,355	\$45,664	\$50,290	\$45,664	\$0
BUENA VISTA	DEPUTY TREASURER		01/2020	2080.00	=	N	0	0	1	\$39,723	\$47,348	\$54,972	\$45,254	\$45,254	\$45,254	\$0
CANON CITY	Senior Accounting Technician	Finance Director	01/2017	2080.00	=	N	0	0	2	\$37,850	\$44,529	\$51,208	\$0	\$0	\$0	\$0
CASTLE ROCK	ACCOUNTING TECHNICIAN		01/2020	2080.00	=	N	0	0	2	\$46,966	\$55,182	\$63,398	\$0	\$0	\$0	\$0
COMMERCE CITY	Accountant I	Accounting Supervisor	01/2020	2080.00	=	N	0	0	1	\$43,516	\$54,395	\$65,274	\$50,044	\$50,044	\$50,044	\$0
CRIPPLE CREEK	Account Technician	Accountant/Finance Director	01/2020	0.00	=	N	0	0	0	\$36,402	\$42,826	\$49,250	\$0	\$0	\$0	\$0
DENVER	Accounting Technician II		03/2020	2080.00	=	N	0	0	29	\$40,165	\$49,400	\$58,635	\$43,210	\$58,635	\$49,112	\$47,753
FEDERAL HEIGHTS	ACCOUNTING TECHNICIAN	Finance Director	01/2020	2080.00	>	N	0	0	2	\$43,027	\$51,276	\$59,526	\$55,494	\$58,781	\$58,781	\$0
FORT MORGAN	Accounting Tech - A/P Clerk	General Accounting Manager	3/2020	2080.00	=	N	0	0	1	\$36,000	\$45,000	\$54,000	\$39,634	\$39,634	\$39,634	\$0
FREDERICK	Finance Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$39,866	\$46,295	\$52,724	\$49,951	\$49,951	\$49,951	\$0
FRISCO	Finance Specialist	Finance Director	01/2020	2080.00	=	N	0	0	1	\$49,804	\$59,765	\$69,726	\$66,783	\$66,783	\$66,783	\$0
FRUITA	Accounting Technician	Senior Accountant	01/2020	2080.00	=	N	0	0	1	\$42,995	\$46,788	\$50,582	\$42,995	\$42,995	\$42,995	\$0
GLENDALE	Accounts Payable Tech	Controller	02/2020	2080.00	=	N	0	0	1	\$42,450	\$50,400	\$58,350	\$50,359	\$50,359	\$50,359	\$50,359
GOLDEN	Accounting Technician	Accounting Manager	1/2020	2080.00	=	N	0	0	2	\$41,700	\$50,000	\$58,300	\$43,680	\$45,032	\$44,356	\$0
GRANBY	Assistant Finance Director	Finance Director	01/2020	2080.00	=	N	1	1	1	\$53,459	\$63,251	\$73,043	\$73,043	\$73,043	\$73,043	\$0
GREENWOOD VILLAGE	Accounting Technician		01/2020	2080.00	=	N	0	0	1	\$41,503	\$50,231	\$58,959	\$45,822	\$45,822	\$45,822	\$0
GUNNISON COUNTY	Account Technician	Treasurer	01/2020	2080.00	=	N	0	0	1	\$36,017	\$43,481	\$50,945	\$50,945	\$50,945	\$50,945	\$0
LA JUNTA	Accounting Technician		01/2020	2080.00		N			3	\$31,813	\$35,235	\$38,658	\$32,722	\$32,722	\$32,722	\$0
LAFAYETTE	Accounting Technician	Finance Director	01/2020	2080.00	=	N	0	0	0	\$40,096	\$50,120	\$60,144	\$0	\$0	\$0	\$0
LAMAR	Deputy City Treasurer	City Treasurer	01/2020	2080.00	=	N	0	0	1	\$42,876	\$52,255	\$61,634	\$49,553	\$49,553	\$49,553	\$54,119
LONE TREE	Revenue and Licensing Clerk	Accounting Manager	01/2020	2080.00	=	N	0	0	1	\$42,000	\$51,500	\$61,000	\$0	\$51,500	\$0	\$0
LONGMONT	Accounting Technician	Accounting Supervisor	01/2020	2080.00	=	N	0	0	1	\$46,043	\$50,647	\$55,251	\$46,043	\$55,251	\$51,672	\$51,158
LOUISVILLE	Accounting Technician II	Accounting Manager	02/2020	2080.00	=	N	0	0	0	\$41,870	\$48,620	\$55,369	\$0	\$0	\$0	\$0
LOVELAND	Accounting Technician	Utility Accounting Mgr & Accounting Manager	01/2020	2080.00	=	N	0	0	3	\$41,300	\$50,600	\$59,900	\$50,336	\$59,592	\$56,270	\$0
MANITOU SPRINGS	FINANCE TECHNICIAN	DEPUTY FINANCE DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$43,600	\$52,320	\$61,040	\$37,752	\$37,752	\$37,752	\$0
MONTROSE	Accounts Payable and Special Projects Accountant	Finance Director	01/2020	2080.00	=	N	0	0	1	\$50,071	\$58,986	\$67,900	\$50,000	\$55,332	\$52,701	\$0
MOUNTAIN VILLAGE	Accounting Tech-Accts Payable	Controller	01/2020	2080.00	=	N	0	0	2	\$37,639	\$44,226	\$50,813	\$50,813	\$50,813	\$50,813	\$0
MT. CRESTED BUTTE	Deputy Finance Director		01/2020	2080.00	=	N	0	0	1	\$40,000	\$60,000	\$80,000	\$71,614	\$71,614	\$71,614	\$0
PUEBLO	ACCOUNTING TECHNICIAN IV	TAX AUDIT MANAGER / ACCOUNTANT II	01/2020	2085.00	=	N	0	0	2	\$38,667	\$44,107	\$49,547	\$39,206	\$42,166	\$40,686	\$0
RIDGWAY	Deputy Clerk Treasurer	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$32,015	\$44,821	\$42,099	\$38,418
SILVERTHORNE	Revenue Administrator	Finance Director	01/2020	2080.00	=	N	0	0	1	\$57,844	\$67,485	\$77,126	\$70,006	\$70,006	\$70,006	\$0
STEAMBOAT SPRINGS	Accounting Technician	Controller	01/2019	2080.00	=	N	0	0	2	\$42,365	\$49,779	\$57,193	\$40,491	\$52,529	\$0	\$0
STERLING	Account Clerk II	Director of Finance	01/2020	2080.00	=	N	0	0	3	\$33,961	\$39,069	\$44,177	\$31,108	\$35,693	\$34,332	\$0
SUMMIT COUNTY	Bookkeeper/AP	Finance Director	07/2019	2080.00	=	N	0	0	2	\$35,557	\$43,558	\$51,558	\$38,242	\$38,242	\$38,242	\$0
SUPERIOR	Accounting Technician	Finance Manager	01/2020	2080.00	=	N	0	0	1	\$39,214	\$48,499	\$57,784	\$46,565	\$46,565	\$46,565	\$0
THORNTON	Revenue Agent II	Tax Manager	01/2020	2080.00	=	N	0	0	1	\$58,220	\$67,536	\$76,851	\$76,851	\$76,851	\$76,851	\$0

VAIL	Accounting Tech		01/2020	2080.00	=	N	0	0	4	\$45,686	\$54,363	\$63,041	\$48,672	\$56,659	\$53,170	\$0
WALSENBURG	ACCOUNTING/FINANCE TECH.		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$35,048	\$43,122	\$43,122	\$0
WESTMINSTER	Accounting Technician	Accountant	01/2020	2085.00	=	N	0	0	3	\$50,437	\$57,496	\$64,554	\$52,982	\$64,554	\$57,733	\$55,664
WHEAT RIDGE	Accounting Technician	Accounting Supervisor	01/2020	2080.00	=	N	0	0	1	\$33,761	\$40,630	\$47,500	\$34,977	\$34,977	\$34,977	\$0
WINTER PARK	Finance Technician	Finance Director	01/2020	2080.00	=	N	0	0	2	\$43,100	\$56,375	\$69,650	\$50,460	\$64,459	\$57,460	\$0
WOODLAND PARK	Accounting/Finance Technician	FINANCE DIRECTOR / TREASURER	01/2020	2080.00	=	N	0	1	1	\$38,976	\$45,797	\$52,618	\$38,979	\$38,979	\$38,979	\$0
										<b>Average</b>						
										<b>\$42,089</b>	<b>\$50,389</b>	<b>\$58,689</b>	<b>\$48,511</b>	<b>\$52,246</b>	<b>\$50,708</b>	<b>\$51,184</b>

#### Job # B002 - ADMINISTRATIVE ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA			01/2020	1.00					1	\$29,991	\$35,232	\$40,473	\$2,993	\$2,993	\$29,936	\$2,993
ASPEN	Administrative Assistant II	variety of depts.	01/2019	2080.00	=	N	0	0	5	\$38,161	\$45,889	\$53,617	\$41,600	\$52,561	\$47,174	\$0
AURORA	Administrative Specialist	varies	01/2020	2080.00	=	N	0	0	47	\$29,573	\$37,298	\$45,024	\$36,408	\$47,982	\$41,098	\$0
BENNETT	Executive Services Supervisor	Town Administrator & Deputy Town Administrator	01/2020	2080.00	=	N	2	0	1	\$59,543	\$72,466	\$85,389	\$59,543	\$85,389	\$0	\$0
BRECKENRIDGE	Administrative Specialist (MS, PW, Rec)	Administrative Supervisor	01/01/20	2080.00	=	N	0	0	3	\$35,800	\$43,268	\$50,735	\$44,304	\$50,731	\$46,924	\$0
BRIGHTON	Administrative Assistant I		03/2020	2080.00	=	N	0	0	0	\$33,606	\$39,824	\$46,041	\$0	\$0	\$0	\$0
BRUSH	Part-time Admin Tech	City Clerk	01/2020	1560.00	=	N	0	0	1	\$21,715	\$26,012	\$30,310	\$0	\$0	\$0	\$0
CANON CITY	Administrative Assistant		01/2020	2080.00	=	N	0	0	1	\$27,457	\$32,302	\$37,147	\$32,654	\$32,654	\$32,654	\$0
COMMERCE CITY	Administrative Specialist II		01/2020	2080.00	=	N	0	0	8	\$35,659	\$44,574	\$53,489	\$39,000	\$50,632	\$42,614	\$0
CRESTED BUTTE	Administrative Assistant	Department Director	01/2020	2080.00	=	N	0	0	1	\$43,972	\$50,690	\$57,408	\$51,136	\$44,000	\$51,136	\$0
CRIPPLE CREEK	Receptionist/Office Assistant	Department Head	01/2020	2080.00	=	N	0	0	1	\$29,948	\$35,233	\$40,518	\$34,333	\$34,333	\$34,333	\$0
DACONO	ADMINISTRATIVE ASSISTANT	City Clerk	01/2020	2080.00	=	N	0	0	2	\$34,093	\$40,067	\$46,041	\$37,958	\$39,992	\$38,976	\$0
DELTA COUNTY	Administrative Assistant		01/2020	2080.00	=	N	0	0	1	\$31,291	\$37,564	\$43,838	\$32,130	\$32,130	\$32,130	\$0
ERIE	Administrative Assistant	Department Supervisor	02/2020	1040.00	=	N	0	0	1	\$43,872	\$50,614	\$57,355	\$45,760	\$45,760	\$45,760	\$0
FORT COLLINS	Business Support I	Varies	01/2020	2080.00	>	N	0	0	5	\$33,506	\$41,882	\$50,258	\$40,967	\$45,322	\$42,505	\$40,168
FORT LUPTON	Public Works Administrative Assistant, Administrative Assistant	Public Works Director/City Engineer	02/2020	2080.00	<	N	0	0	2	\$33,280	\$39,936	\$46,592	\$42,120	\$42,806	\$42,463	\$0
FORT MORGAN	Administrative Assisants - PD, Fire, BLDG & UT	Various	3/2020	2080.00	=	N	0	0	4	\$31,500	\$38,610	\$45,720	\$36,421	\$45,838	\$41,385	\$0
FOUNTAIN	ADMINISTRATIVE ASSISTANT	Various Departments	02/2020	2080.00	=	N	0	0	4	\$34,563	\$42,167	\$49,771	\$35,254	\$50,766	\$42,306	\$0
GLENDALE	Administrative Assistant	Department Head	02/2020	2080.00	=	N	0	0	3	\$39,520	\$50,960	\$62,400	\$40,040	\$61,194	\$50,263	\$56,500
GLENWOOD SPRINGS	Administrative Assistant I, Customer Service Rep II	Department Head	01/2020	2080.00	=	N	0	0	1	\$41,921	\$50,316	\$58,710	\$51,480	\$51,480	\$51,480	\$0
GRANBY	ADMIN ASSISTANT/COURT CLERK		01/2020	2080.00	=	N	0	0	1	\$36,682	\$43,180	\$49,678	\$44,160	\$44,160	\$44,160	\$0
GRAND JUNCTION		Varies	01/2020	2080.00	=	N	0	0	6	\$36,065	\$43,278	\$50,491	\$38,833	\$45,032	\$42,251	\$0
GUNNISON COUNTY	Administrative Assistant III		01/2020	2080.00	>	N	0	0	8	\$40,086	\$48,393	\$56,701	\$43,886	\$56,701	\$49,678	\$0
GYP SUM	Administrative Assistant	Dept. Director	01/2020	2080.00	=	N	0	0	6	\$0	\$0	\$0	\$36,421	\$51,917	\$44,169	\$0
LAFAYETTE	Administrative Assistant	Department Director	01/2020	2080.00	=	N	0	0	2	\$40,026	\$50,032	\$60,038	\$41,907	\$56,898	\$49,402	\$0
LAKEWOOD	Business Specialist II		01/2020	2080.00	=	N	0	0	10	\$38,210	\$45,812	\$53,414	\$44,699	\$50,648	\$47,247	\$0
LAMAR	Utilities Customer Service Rep	Department Supervisor	01/2020	2080.00	=	N	0	0	2	\$29,020	\$35,368	\$41,716	\$29,629	\$31,236	\$30,433	\$36,630
LEADVILLE	Administrative Assistant	Administrative Services Manager	01/2020	1554.00	=	N	0	0	0	\$25,625	\$31,012	\$36,400	\$0	\$0	\$0	\$0
LOUISVILLE	Administrative Assistant	Division/Department Manager	02/2020	2080.00	=	N	0	0	1	\$38,708	\$44,948	\$51,188	\$51,188	\$51,188	\$51,188	\$0
LYONS	Administrative Assistant	Town Clerk	01/2020	2080.00	=	N	0	0	0	\$33,041	\$39,960	\$46,880	\$33,537	\$47,583	\$34,835	\$0
MANITOU SPRINGS	ADMISITRATIVE ASSISTANT	CITY ADMINISTRATOR	01/2020	2080.00	=	N	0	0	2	\$38,885	\$46,669	\$54,453	\$52,785	\$50,564	\$0	\$46,674
MONTE VISTA	ADMINISTRATIVE SECRETARY	City Manager	01/2020	2080.00	=	N	0	0	1	\$21,720	\$25,560	\$29,400	\$26,187	\$26,187	\$26,187	\$0
MONUMENT	SECRETARY I		01/2019	2080.00		N			0	\$36,495	\$43,268	\$50,040	\$48,360	\$48,360	\$48,360	\$0
MORRISON			1/1/2020	2080.00		N			0	\$33,280	\$36,400	\$39,520	\$0	\$0	\$39,520	\$0
NORTHGLENN	Administrative Specialist	Varies	01/2020	2080.00	=	N	0	0	3	\$38,100	\$45,700	\$53,300	\$38,105	\$43,056	\$39,755	\$0
SALIDA	ADMINISTRATIVE ASSISTANT	POLICE CHIEF	02/2020	2080.00	=	N	0	0	1	\$31,224	\$35,127	\$39,030	\$40,117	\$40,117	\$40,117	\$0
STEAMBOAT SPRINGS	Administrative Assistant	Department Director	01/2019	2080.00	=	N	0	0	6	\$42,365	\$49,779	\$57,193	\$47,973	\$47,973	\$0	\$0
STERLING				0.00	=	N	0	0	0	\$29,287	\$0	\$0	\$0	\$0	\$0	\$0
SUMMIT COUNTY	Admin Support II		07/2019	2080.00	=	N	0	0	19	\$35,557	\$43,558	\$51,558	\$36,977	\$52,060	\$44,935	\$0
THORNTON	Administrative Specialist II	varies by Dept/Division	01/2020	2080.00	=	N	0	0	8	\$38,795	\$45,002	\$51,210	\$40,922	\$47,495	\$44,434	\$0
WHEAT RIDGE	Sr. Staff Assistant	Manager	01/2020	2080.00	=	N	0	0	6	\$41,536	\$50,855	\$60,174	\$44,807	\$63,037	\$53,922	\$0
WINDSOR	Administrative Assistant	Public Works Director	02/2020	2080.00	=	N	0	0	1	\$35,800	\$43,000	\$50,200	\$47,050	\$47,050	\$47,050	\$0
WOODLAND PARK	ED Specialist/Program Coordinator	Director	01/2020	2080.00	=	N	0	0	1	\$32,155	\$37,880	\$43,604	\$35,360	\$35,360	\$35,360	\$0
										<b>Average</b>						
										<b>\$35,277</b>	<b>\$42,431</b>	<b>\$49,440</b>	<b>\$40,184</b>	<b>\$46,136</b>	<b>\$42,393</b>	<b>\$36,593</b>

#### Job # B001 / S11 - ADMINISTRATIVE CLERK

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Administrative Assistant (BA02)	Varies	01/2020	2080.00	=	N	0	0	17	\$32,136	\$38,520	\$44,905	\$18,993	\$27,472	\$36,653	\$0
BENNETT	Administrative Coordinator		01/2020	2080.00	=	N	0	0	1	\$38,489	\$46,482	\$54,474	\$38,489	\$54,474	\$46,482	\$46,482

BRECKENRIDGE	Administrative Services Coordinator	Administrative Services Manager	01/01/20	2080.00	=	Y	0	0	1	\$35,800	\$43,268	\$50,735	\$50,731	\$50,731	\$50,731	\$0
BRUSH	Administrative Technician (part time)		01/2020	2080.00		N			1	\$27,846	\$33,354	\$38,862	\$0	\$0	\$0	\$0
BUENA VISTA	Receptionist		01/2020	2080.00	=	N	0	0	1	\$31,326	\$37,338	\$43,351	\$31,886	\$31,886	\$31,886	\$0
CANON CITY			01/2019	2080.00					2	\$33,454	\$39,357	\$45,260	\$37,850	\$45,039	\$41,444	\$0
CARBONDALE	FINANCE CLERK/CASHIER		01/2020	2080.00	=	N	0	0	1	\$44,125	\$52,994	\$61,862	\$56,426	\$56,426	\$56,426	\$52,994
CASTLE ROCK	OFFICE ASSISTANT I		01/2020	2080.00	=	N	0	0	0	\$31,283	\$36,784	\$42,286	\$0	\$0	\$0	\$0
DENVER	Administrative Support Assistant II		03/2020	2080.00	=	N	0	0	169	\$33,051	\$40,654	\$48,256	\$33,051	\$47,779	\$36,648	\$34,951
ERIE	Administrative Technician	Department Head	02/2020	2080.00	=	N	0	0	2	\$32,784	\$37,866	\$42,947	\$40,206	\$37,856	\$39,031	\$39,031
FREDERICK	Public Works Administrative Clerk	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$39,866	\$46,295	\$52,724	\$53,181	\$53,181	\$53,181	\$0
FRUITA	ADMINISTRATIVE CLERK	SENIOR ACCOUNTANT	01/2020	2080.00	=	N	0	0	1	\$31,506	\$34,286	\$37,066	\$33,364	\$33,364	\$33,364	\$0
GRAND LAKE	ADMINISTRATIVE ASSISTANT	TOWN MANAGER	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,265	\$45,265	\$45,265	\$45,265
GUNNISON COUNTY	Administrative Assistant II- Alternative Services	Undersheriff	01/2020	2080.00	=	N	0	0	1	\$38,177	\$46,089	\$54,001	\$43,470	\$43,470	\$43,470	\$0
IGNACIO	Front Desk Administrative Assistant		01/2019	2080.00	=	N	0	0	1	\$27,040	\$33,101	\$39,162	\$32,123	\$32,123	\$32,123	\$0
LA JUNTA	Clerk/Typist/Receptionist		01/2020	2080.00		N			1	\$21,535	\$23,855	\$26,174	\$24,491	\$24,491	\$24,491	\$0
LAMAR	Administrative Acct Clerk	Department Supervisor	01/2020	2080.00	=	N	0	0	1	\$29,020	\$35,368	\$41,716	\$40,106	\$40,106	\$40,106	\$36,630
LYONS	Administrative Assistant	Town Administrator	01/2020	2080.00	=	N	0	0	0	\$35,173	\$42,336	\$49,498	\$35,701	\$50,240	\$35,701	\$0
MEAD	Administrative Clerk		1/2020	2080.00	=	N	0	0	1	\$34,500	\$42,265	\$50,030	\$0	\$0	\$41,100	\$0
MONUMENT	GENERAL OFFICE ASSISTANT I (CLERK / TYPIST)		01/2019	2080.00		N			0	\$36,250	\$42,755	\$49,260	\$36,421	\$36,421	\$36,421	\$0
NORTHGLEN	Administrative Clerk	Varies	01/2020	2080.00	=	N	0	0	0	\$31,300	\$36,000	\$40,700	\$0	\$0	\$0	\$0
OURAY	Administrative Clerk	Finance & Administrative Director	01/2020	2080.00	=	N	0	0	1	\$41,782	\$50,069	\$58,356	\$0	\$0	\$0	\$0
PALISADE	OFFICE ASSISTANT/ CLERK		01/2019	2080.00	=	N	0	0	0	\$33,820	\$37,512	\$41,205	\$33,820	\$41,205	\$37,571	\$0
PARACHUTE	ADMINISTRATIVE CLERK		01/2019	2080.00		N			1	\$48,223	\$49,294	\$50,366	\$50,366	\$50,366	\$50,366	\$0
PARKER	Customer Service Specialist		01/2019	1040.00	=	N	0	0	2	\$34,000	\$40,000	\$46,000	\$27,656	\$28,620	\$28,138	\$0
SALIDA		FINANCE DIRECTOR	02/2020	1560.00	=	N	0	0	1	\$28,645	\$35,806	\$42,967	\$26,853	\$26,853	\$26,853	\$0
SEVERANCE			01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$40,170	\$40,170	\$40,170	\$40,170
SPRINGFIELD	TOWN HALL ADMINISTRATIVE ASSISTANT AND MUNICIPAL COURT CLERK	Town Manager/Clerk	01/2020	2080.00	=	Y	0	0	0	\$27,500	\$31,250	\$35,000	\$0	\$0	\$0	\$0
SUMMIT COUNTY	Program Assistant		07/2019	2080.00	=	N	0	0	9	\$30,391	\$37,228	\$44,066	\$36,463	\$36,463	\$36,463	\$0
YUMA	Police Clerk	Chief of Police	01/2020	2080.00	=	N	1	0	1	\$30,000	\$34,000	\$38,000	\$35,293	\$35,293	\$35,293	\$0
Average										\$33,537	\$39,433	\$45,330	\$37,599	\$40,387	\$39,175	\$42,217

#### Job # M08 - ADMINISTRATIVE SERVICES DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Director of Internal Services	Deputy City Manager	01/2020	2080.00	=	Y	80	6	1	\$105,341	\$132,482	\$159,622	\$140,758	\$140,758	\$140,758	\$0
BLACK HAWK	Administrative Services Director	City Manager	01/2020	0.00	=	Y	3	3	1	\$137,214	\$157,796	\$178,378	\$0	\$0	\$0	\$0
BRIGHTON	Director of Administrative Services	City Manager	03/2020	2080.00	=	N	0	0	1	\$130,508	\$154,702	\$178,897	\$178,897	\$178,897	\$178,897	\$0
ERIE	Administrative Operations Manager	Deputy Town Administrator	02/2020	2080.00	=	Y	1	1	1	\$81,957	\$98,348	\$114,739	\$86,700	\$86,700	\$86,700	\$0
GREENWOOD VILLAGE	Administrative Services Director	City Manager	01/2020	2080.00	=	Y	18	5	1	\$118,973	\$146,423	\$173,873	\$158,100	\$158,100	\$158,100	\$0
LEADVILLE	ADMINISTRATIVE SERVICES DIRECTOR	MAYOR/COUNCIL	01/2020	2080.00	=	N	0	0	1	\$35,875	\$49,438	\$63,000	\$0	\$63,000	\$0	\$0
MONUMENT	Support Services Manager	Chief of Police	01/2019	2080.00	=	N	3	3	1	\$48,000	\$61,500	\$75,000	\$60,030	\$60,030	\$60,030	\$0
OURAY	Finance & Administrative Director	City Administrator	01/2020	2080.00	=	N	0	0	1	\$78,479	\$94,175	\$109,872	\$78,479	\$78,479	\$78,479	\$0
STEAMBOAT SPRINGS	GENERAL SERVICES DIRECTOR	CITY MANAGER	01/2019	2080.00	=	Y	14	7	1	\$96,615	\$117,628	\$138,641	\$121,584	\$121,584	\$0	\$0
SUPERIOR	Administrative Services Manager	Finance Director	01/2020	2080.00	>	Y	0	0	1	\$71,214	\$95,602	\$119,991	\$94,862	\$94,862	\$94,862	\$0
TELLURIDE	ADMINISTRATIVE SERVICES DIRECTOR		03/2020	2080.00		N	0	0	1	\$84,087	\$103,006	\$121,926	\$103,177	\$103,177	\$103,177	\$0
THORNTON	Executive Director - Management Services	City Manager	01/2020	2080.00	=	Y	0	6	1	\$140,306	\$162,755	\$185,204	\$185,204	\$185,204	\$185,204	\$0
WHEAT RIDGE	Administrative Services Director	City Manager	01/2020	2080.00	=	Y	19	6	1	\$100,218	\$127,802	\$155,386	\$125,121	\$125,121	\$125,121	\$0
WINDSOR	ADMINISTRATIVE SERVICES DIRECTOR	Town Manager	02/2020	2080.00	=	N	0	0	1	\$108,800	\$136,000	\$163,200	\$112,064	\$112,064	\$112,064	\$0
Average										\$95,542	\$116,976	\$138,409	\$120,415	\$115,998	\$120,308	?

#### Job # B007 - ADMINISTRATIVE SUPPORT SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRECKENRIDGE	Administrative Supervisor (Rec)	Administrative Services Manager (Rec)	01/01/20	2080.00	=	Y	0	0	1	\$45,300	\$55,500	\$65,700	\$65,700	\$65,700	\$65,700	\$0
DENVER	Operational Supervisor I		03/2020	2080.00			0	0	35	\$54,661	\$71,060	\$87,458	\$59,194	\$83,932	\$73,268	\$73,087
EVANS	Support Services Manager		01/2020	2080.00	=	N	0	0	1	\$68,495	\$85,593	\$102,691	\$0	\$0	\$0	\$0
GUNNISON COUNTY	Administrative Services Supervisor	Director of DHS	01/2020	2080.00	=	Y	5	0	1	\$55,781	\$67,341	\$78,901	\$78,901	\$78,901	\$78,901	\$0
THORNTON	Administrative Supervisor	varies by Dept/Division	01/2020	2080.00	=	N	0	0	7	\$56,285	\$65,290	\$74,296	\$58,575	\$74,296	\$64,621	\$0
WINDSOR	ADMINISTRATIVE SUPPORT SUPERVISOR		02/2020	2080.00	=	N	0	0	1	\$71,500	\$89,400	\$107,300	\$73,287	\$73,287	\$73,287	\$0
Average										\$58,670	\$72,364	\$86,058	\$67,131	\$75,223	\$71,155	\$73,087

**Job # B003 - ADMINISTRATIVE TECHNICIAN/SPECIALIST**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Administrative Specialist	Varies	01/2020	2080.00	=	N	0	0	16	\$44,043	\$52,132	\$60,222	\$45,695	\$60,222	\$50,876	\$0
AURORA	Executive Specialist (BD02)	Varies	01/2020	2080.00	=	N	0	0	5	\$48,204	\$57,780	\$67,357	\$50,562	\$57,690	\$66,837	\$0
BRIGHTON	Administration Assistant II		03/2020	2080.00	=	N	0	0	3	\$51,821	\$61,408	\$70,995	\$66,193	\$67,204	\$67,126	\$0
BROOMFIELD	Administrative Tech I	Varies	01/2020	2080.00	=	N	0	0	8	\$42,224	\$49,660	\$57,096	\$45,885	\$54,642	\$50,263	\$0
CANON CITY			01/2019	2080.00					1	\$41,779	\$49,152	\$56,524	\$43,032	\$43,032	\$43,032	\$0
COLORADO SPRINGS	Senior Office Specialist	Manager or Senior Level Professional	02/2020	2080.00	=	N	0	0	29	\$43,962	\$52,854	\$61,747	\$46,934	\$57,729	\$52,621	\$0
COMMERCE CITY	Administrative Specialist III		01/2020	2080.00	=	N	0	0	10	\$40,076	\$50,095	\$60,114	\$43,810	\$59,898	\$49,017	\$0
DACONO	EXECUTIVE ASSISTANT		01/2020	2080.00	=	N	0	0	1	\$40,582	\$49,698	\$58,813	\$45,899	\$45,899	\$45,899	\$0
DENVER	Staff Assistant		03/2020	2080.00	=	N	0	0	74	\$47,861	\$58,864	\$69,867	\$49,462	\$69,867	\$60,205	\$59,887
DILLON	Administrative Assistant	Department Head	01/2020	2080.00	=	N	0	0	3	\$47,567	\$57,080	\$66,593	\$51,917	\$66,474	\$58,251	\$0
DURANGO	Administrative Specialist	See Comments	01/2020	2080.00	=	N	0	0	7	\$42,149	\$50,578	\$59,008	\$42,149	\$46,771	\$44,460	\$42,181
ENGLEWOOD	Executive Assistant		01/2019	2080.00	=	N	0	0	6	\$41,412	\$49,654	\$57,896	\$46,517	\$56,992	\$53,406	\$0
ERIE	Administrative Specialist	Department Head	02/2020	2080.00	=	N	0	1	2	\$47,066	\$54,362	\$61,657	\$51,147	\$65,083	\$58,115	\$58,115
FEDERAL HEIGHTS	ADMINISTRATIVE SPECIALIST	City Clerk	01/2020	2080.00	>	N	0	0	1	\$37,836	\$44,926	\$52,016	\$48,006	\$48,006	\$48,006	\$0
FRUITA	ADMINISTRATIVE SPECIALIST	DEPARTMENT DIRECTOR	01/2020	2080.00	=	N	0	0	2	\$42,367	\$46,106	\$49,844	\$44,860	\$44,860	\$44,860	\$0
GRAND JUNCTION	Senior Administrative Assistant	Varies	1/2020	2080.00	=	N	0	0	8	\$39,834	\$47,801	\$55,768	\$39,832	\$48,526	\$44,904	\$0
GUNNISON	Administrative Assistant-Public Works	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$44,800	\$52,600	\$60,400	\$60,400	\$60,400	\$60,400	\$0
GUNNISON COUNTY	Administrative Services Manager (Admin Assist.IV)	Directors	01/2020	2080.00	=	N	0	0	2	\$45,040	\$54,374	\$63,707	\$63,707	\$63,707	\$63,707	\$0
KERSEY	ADMINISTRATIVE ASSISTANT/COURT CLERK	Town Clerk	01/2020	1664.00	=	N	0	0	1	\$0	\$0	\$0	\$29,087	\$29,087	\$29,087	\$0
LA JUNTA	Executive Secretary		01/2020	2080.00		N			1	\$35,065	\$38,851	\$42,637	\$40,431	\$40,431	\$40,431	\$0
LAFAYETTE	Assistant to the Director	Department Director	01/2020	2080.00	=	N	0	0	1	\$64,319	\$80,399	\$96,479	\$65,534	\$65,534	\$65,534	\$0
LAKEWOOD	Business Specialist III		01/2020	2080.00	=	N	0	0	13	\$41,974	\$50,367	\$58,760	\$48,235	\$58,760	\$53,198	\$0
LAMAR	Utility Customer Service Rep	Dept. Director/Public Works Dir.	01/2020	2080.00	=	N	0	0	2	\$29,020	\$35,368	\$41,716	\$29,629	\$34,278	\$31,954	\$36,630
LONGMONT	Administrative Assistant	Various positions in organization	01/2020	2080.00	=	N	0	0	6	\$50,049	\$55,054	\$60,059	\$55,373	\$57,292	\$56,147	\$56,168
LOUISVILLE	Executive Assistant to the City Manager	Deputy City Manager	02/2020	2080.00	=	N	0	0	1	\$55,099	\$63,980	\$72,862	\$73,465	\$73,465	\$73,465	\$73,465
LOVELAND	Business Services Professional	Varies by department	01/2020	2080.00	=	N	0	0	14	\$41,300	\$50,600	\$59,900	\$44,116	\$59,384	\$52,212	\$0
MANITOU SPRINGS	Executive Admin Asst	City Administrator	01/2020	2080.00	=	N	0	0	1	\$45,344	\$54,412	\$63,481	\$49,878	\$58,947	\$0	\$54,412
MONUMENT	EXECUTIVE ASSISTANT		01/2019	2080.00		N			0	\$36,250	\$43,145	\$50,040	\$41,021	\$47,600	\$44,311	\$0
NORTHGLENN	Administrative Assistant	Varies	01/2020	2080.00	=	Y	0	0	3	\$43,300	\$53,000	\$62,700	\$44,803	\$53,581	\$48,332	\$0
PARKER	Executive Assistant		01/2019	2080.00	=	N	0	0	1	\$41,700	\$50,000	\$58,300	\$50,710	\$50,710	\$50,710	\$0
PUEBLO	SR OFFICE ASSISTANT	VARIOUS	01/2020	2085.00	=	N	0	0	16	\$34,901	\$40,388	\$45,876	\$37,469	\$45,876	\$44,757	\$0
SUMMIT COUNTY	Administrative Manager		07/2019	2080.00	=	Y	0	0	6	\$53,134	\$66,418	\$79,701	\$65,646	\$80,480	\$73,199	\$0
THORNTON	Administrative Specialist III	varies depending on department/division	01/2020	2080.00	=	N	0	0	19	\$41,511	\$48,153	\$54,795	\$43,202	\$54,795	\$49,357	\$0
WESTMINSTER	Administrative Assistant	Division Manager	01/2020	2085.00	=	N	0	0	22	\$43,640	\$49,748	\$55,856	\$43,640	\$55,856	\$52,436	\$55,177
WINDSOR	Administrative Specialist	Recreation Manager & Economic Dev Director	02/2020	2080.00	=	N	0	0	1	\$35,800	\$43,000	\$50,200	\$45,260	\$45,260	\$45,260	\$0
Average										\$43,560	\$51,824	\$60,088	\$48,386	\$55,095	\$52,129	\$54,504

**Job # B075 / S18 - ANIMAL CONTROL OFFICER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Animal Management Officer	Animal Management Supervisor	01/2020	2080.00	=	N	0	0	5	\$48,513	\$57,424	\$66,335	\$50,332	\$65,034	\$53,912	\$0
AURORA	Animal Protection Officer (BB12)	Animal Field Supervisor	01/2020	2080.00	=	N	0	0	8	\$45,119	\$54,074	\$63,029	\$43,725	\$60,647	\$53,590	\$0
BROOMFIELD	Animal Services Officer	Police Commander	01/2020	2080.00	=	N	0	0	3	\$46,280	\$55,380	\$64,480	\$49,296	\$64,480	\$56,888	\$0
CANON CITY	Animal Control Officer	Police Captain	01/2019	2080.00	=	N	0	0	2	\$34,290	\$40,341	\$46,392	\$31,200	\$39,867	\$35,534	\$0
CARBONDALE	ORDINANCE OFFICER	POLICE CHIEF	01/2020	2080.00	=	N	0	0	1	\$44,125	\$52,994	\$61,862	\$44,125	\$44,125	\$44,125	\$52,994
CASTLE ROCK	ANIMAL CONTROL OFFICER		01/2020	2080.00	=	N	0	0	2	\$57,699	\$67,787	\$77,875	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	Animal Control Officer	Police Support Supervisor	01/2020	2080.00	=	N	0	0	1	\$47,824	\$56,330	\$64,835	\$64,835	\$64,835	\$64,835	\$0
CORTEZ	Animal Control Officer	Patrol Sergeant	01/2020	2080.00	=	N	0	0	1	\$36,296	\$44,502	\$52,707	\$51,875	\$51,875	\$51,875	\$0
DENVER	Animal Control Investigator II		03/2020	2080.00	=	N	0	0	13	\$43,930	\$54,038	\$64,147	\$44,886	\$64,147	\$53,791	\$51,720
EVANS	Community Service Technician		01/2020	2080.00	=	N	0	0	1	\$45,011	\$55,156	\$65,302	\$47,283	\$47,283	\$47,283	\$47,283
FEDERAL HEIGHTS	CODE ENFORCEMENT OFFICER	Comannder	01/2020	2080.00	=	N	0	0	2	\$47,113	\$56,246	\$65,379	\$49,816	\$51,854	\$50,835	\$0
FRUITA	Animal Control Officer	Lietenant	01/2020	2080.00	=	N	0	0	1	\$41,368	\$45,018	\$48,668	\$43,801	\$43,801	\$43,801	\$0
GREELEY	ANIMAL CONTROL OFFICER	Police Sergeant	01/2020	2080.00	=	N	0	0	4	\$47,903	\$57,484	\$67,065	\$49,358	\$57,491	\$52,385	\$0
GUNNISON	Neighborhood Services Officer	Police Captain	01/2020	2080.00	>	N	0	0	3	\$42,400	\$49,800	\$57,200	\$46,100	\$58,567	\$50,872	\$0
HAYDEN	Community Service Officer	Police Chief	01/2020	2080.00	=	N	0	0	1	\$43,609	\$49,603	\$55,597	\$55,029	\$55,029	\$55,029	\$0
LAFAYETTE	Animal Control Officer	Sergeant	01/2020	2080.00	=	N	0	0	1	\$47,602	\$59,502	\$71,403	\$47,820	\$52,291	\$50,055	\$0
LAKEWOOD	Animal Control Officer II		01/2020	2080.00	=	N	0	0	2	\$46,176	\$55,401	\$64,626	\$59,946	\$61,880	\$60,913	\$0
LONGMONT	Community Services Officer - Animal Control	Police Sgt	01/2020	2080.00	=	N	0	0	5	\$47,591	\$52,448	\$57,304	\$47,590	\$57,304	\$54,846	\$52,878



MONTROSE	Animal Control Officer	Director of Animal Services	01/2020	2080.00	=	N	0	0	2	\$39,952	\$48,320	\$56,687	\$37,234	\$46,772	\$43,362	\$0
PAGOSA SPRINGS	Animal Control Officer	Lieutenant	01/01/20	1040.00	=	N	0	0	1	\$20,815	\$24,609	\$28,403	\$21,320	\$21,320	\$21,320	\$0
PARKER	Animal Services Officer		01/2019	2080.00		N	0	0	0	\$47,600	\$59,800	\$72,000	\$0	\$0	\$0	\$0
SNOWMASS VILLAGE	ANIMAL CONTROL OFFICER I		07/2019	2080.00	=	N	0	0	0	\$39,391	\$45,300	\$51,208	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	Animal Control Officer	Animal Control Supervisor	01/2019	2080.00	=	N	0	0	2	\$39,638	\$46,575	\$53,512	\$44,089	\$51,349	\$0	\$0
SUMMIT COUNTY	Animal Control Officer	Animal Control Field Supervisor	01/2020	2080.00	=	N	0	0	1	\$45,823	\$56,133	\$66,443	\$50,523	\$50,523	\$50,523	\$0
TELLURIDE	ANIMAL CONTROL OFFICER II		03/2020	2080.00		N	0	0	1	\$47,435	\$58,108	\$68,781	\$47,435	\$47,435	\$47,435	\$0
THORNTON	Animal Control Officer	Animal Control Supervisor	01/2020	2080.00	=	N	0	0	4	\$45,945	\$53,296	\$60,647	\$45,945	\$59,841	\$52,238	\$0
WALSENBURG	Animal Control Officer		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$36,275	\$37,767	\$37,767	\$0
WESTMINSTER	Animal Management Officer	Animal Management Supervisor	01/2020	2085.00	=	N	0	0	4	\$46,901	\$53,476	\$60,050	\$49,286	\$60,050	\$54,925	\$55,183

<b>Average</b>	<b>\$43,939</b>	<b>\$52,190</b>	<b>\$60,442</b>	<b>\$46,365</b>	<b>\$52,623</b>	<b>\$49,506</b>	<b>\$52,011</b>
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#### Job # B075.5 - ANIMAL CONTROL SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Animal Care Field Supervisor (AD12)	Manager of Animal Care	01/2020	2080.00	=	Y	10	10	1	\$61,487	\$75,294	\$89,102	\$61,811	\$62,710	\$70,720	\$0
DENVER	Animal Control Investigator Supervisor		03/2020	2080.00	=	N	0	0	2	\$54,870	\$67,486	\$80,101	\$60,896	\$64,501	\$62,699	\$62,699
LAKEWOOD	Animal Control Supervisor		01/2020	2080.00	=	Y	7	7	1	\$61,443	\$73,694	\$85,946	\$71,739	\$71,739	\$71,739	\$0
MONTROSE	Animal Shelter Management Officer	Director of Animal Services	01/2020	2080.00	=	Y	4	4	1	\$37,885	\$46,288	\$54,692	\$47,500	\$54,692	\$46,288	\$0
SNOWMASS VILLAGE	ANIMAL CONTROL OFFICER II		07/2019	2080.00	=	N	0	0	0	\$52,105	\$59,921	\$67,737	\$67,464	\$67,464	\$67,464	\$0
SUMMIT COUNTY	Animal Control Field Supervisor	Animal Control Director	01/2020	2080.00	=	N	2	0	1	\$59,342	\$72,694	\$86,046	\$65,041	\$65,041	\$65,041	\$0
THORNTON	Animal Control Supervisor	Police Sergeant	01/2020	2080.00	=	N	4	4	1	\$68,951	\$79,983	\$91,015	\$84,632	\$84,632	\$84,632	\$0
WESTMINSTER	Animal Management Supervisor	Police Administrator	01/2020	2085.00	=	N	4	4	1	\$62,648	\$71,420	\$80,191	\$80,191	\$80,191	\$80,191	\$80,191
<b>Average</b>										<b>\$57,341</b>	<b>\$68,348</b>	<b>\$79,354</b>	<b>\$67,409</b>	<b>\$68,871</b>	<b>\$68,597</b>	<b>\$71,445</b>

#### Job # B046.6 - APPLICATIONS PROGRAMMING SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
GRAND JUNCTION	Information Technology Supervisor	IT Director	1/2020	2080.00	=	N	0	0	3	\$77,123	\$92,548	\$107,972	\$89,440	\$93,974	\$90,951	\$0
<b>Average</b>										<b>\$77,123</b>	<b>\$92,548</b>	<b>\$107,972</b>	<b>\$89,440</b>	<b>\$93,974</b>	<b>\$90,951</b>	<b>?</b>

#### Job # B043.2 - APPLICATIONS SUPPORT ADMINISTRATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRIGHTON	Applications Support Administrator		03/2020	2080.00	=	N	0	0	1	\$64,224	\$76,105	\$87,986	\$73,702	\$73,702	\$73,702	\$0
COLORADO SPRINGS	Application Support Administrator II		01/2020	2080.00	=	N	0	0	3	\$58,102	\$69,855	\$81,608	\$62,000	\$70,752	\$65,608	\$0
DENVER	Applications Support Administrator Associate		03/2020	2080.00			0	0	3	\$58,433	\$75,963	\$93,493	\$60,475	\$70,101	\$65,925	\$67,198
ERIE	Applications Support and Project Manager	Director of Finance	02/2020	2080.00	=	Y	0	0	1	\$70,920	\$85,104	\$99,288	\$70,920	\$70,920	\$70,920	\$0
GLENWOOD SPRINGS	APPLICATIONS SUPPORT ADMINISTRATOR		01/2020	2080.00			0	0	1	\$64,581	\$77,456	\$90,331	\$74,589	\$74,589	\$74,589	\$0
GRAND JUNCTION	Information Technology Analyst	Information Technology Supervisor	1/2020	2080.00	=	N	0	0	3	\$60,770	\$72,924	\$85,078	\$65,436	\$75,899	\$70,033	\$0
<b>Average</b>										<b>\$62,838</b>	<b>\$76,234</b>	<b>\$89,631</b>	<b>\$67,854</b>	<b>\$72,660</b>	<b>\$70,130</b>	<b>\$67,198</b>

#### Job # B110.1 - AQUATICS SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AVON	RECREATION SUPERINTENDENT - AQUATICS	Recreation Director	01/2020	2080.00	=	Y	4	1	1	\$63,687	\$73,265	\$82,843	\$70,679	\$70,679	\$70,679	\$0
BRECKENRIDGE	Aquatics Coordinator	Recreation Operations Manager	01/01/20	2080.00	=	Y	0	0	1	\$45,300	\$55,500	\$65,700	\$60,481	\$60,481	\$60,481	\$0
DENVER	Aquatics Coordinator		03/2020	2080.00			0	0	16	\$47,861	\$58,864	\$69,867	\$47,861	\$69,306	\$56,417	\$54,318
DURANGO	Recreation Coordinator-Aquatics	Aquatics Operations Supervisor	01/2020	2080.00	=	N	145	145	1	\$46,364	\$55,636	\$64,909	\$46,364	\$46,364	\$46,364	\$0
ERIE	AQUATICS COORDINATOR		02/2020	2080.00		N	0	0	0	\$51,608	\$59,608	\$67,607	\$59,806	\$59,806	\$59,806	\$0
FORT LUPTON	Aquatics Coordinator	Director of Recreation	02/2020	2080.00	=	Y	0	0	0	\$47,500	\$59,375	\$71,250	\$66,560	\$66,560	\$66,560	\$0
FRUITA	Aquatics Supervisor	Recreation Superintendent	01/2020	2080.00	=	Y	0	0	1	\$46,980	\$51,126	\$55,271	\$46,980	\$46,980	\$46,980	\$0
GLENWOOD SPRINGS	AQUATICS COORDINATOR		01/2020	2080.00		N	0	0	1	\$49,749	\$59,740	\$69,731	\$50,000	\$50,000	\$50,000	\$0
GOLDEN	Aquatics Supervisor	Recreation Manager	1/2020	2080.00	=	N	0	0	1	\$63,800	\$78,100	\$92,400	\$69,414	\$69,414	\$69,414	\$0

GRAND JUNCTION	Recreation Coordinator	Recreation Supervisor	1/2020	2080.00	=	N	0	0	2	\$48,000	\$57,600	\$67,200	\$58,489	\$58,489	\$58,489	\$0
LAFAYETTE	Recreation Coordinator - Aquatics	Recreation Coordinator - Aquatics	01/2020	2080.00	=	N	0	0	1	\$47,876	\$59,845	\$71,814	\$50,044	\$50,044	\$50,044	\$50,044
LOVELAND	Facility Coordinator - Aquatics/Sports		01/2020	2080.00	=	N	0	0	1	\$51,600	\$65,800	\$80,000	\$56,118	\$56,118	\$56,118	\$0
MANITOU SPRINGS	AQUATICS COORDINATOR		01/2020	2080.00	=	N	0	0	1	\$44,472	\$53,366	\$62,260	\$48,919	\$57,813	\$0	\$0
OURAY	Pool Asst Manager	Pool Manager	01/2020	2080.00	=	N	0	0	1	\$43,150	\$51,791	\$60,432	\$43,150	\$43,150	\$43,150	\$0
RIFLE	Records Technician		01/2020	2080.00		N			0	\$38,535	\$46,252	\$53,970	\$0	\$0	\$0	\$0
SALIDA		PARKS & REC DIRECTOR	02/2020	2080.00	=	N	0	0	1	\$35,246	\$44,058	\$52,869	\$51,268	\$51,268	\$51,268	\$0
THORNTON	Recreation Administrator (Aquatics)	Recreation Superintendent	01/2020	2080.00	=	Y	0	5	1	\$81,659	\$94,724	\$107,790	\$107,790	\$107,790	\$107,790	\$0
WESTMINSTER	Recreation Supervisor II/Aquatics	Recreation Services Manager	01/2020	2080.00	=	N	0	0	1	\$77,673	\$87,382	\$97,092	\$92,137	\$92,137	\$92,137	\$92,137
WINDSOR	AQUATICS COORDINATOR		02/2020	2080.00		N			1	\$56,800	\$69,600	\$82,400	\$58,220	\$58,220	\$58,220	\$0
WOODLAND PARK	AQUATICS COORDINATOR		01/2020	2080.00		N	0	0	1	\$51,887	\$61,022	\$70,157	\$55,120	\$55,120	\$55,120	\$0
Average										\$51,987	\$62,133	\$72,278	\$59,968	\$61,565	\$61,058	\$65,500

**Job # B106.55 - ARBORIST I / PARKS**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BERTHOUD	Forest Technician 1	Parks Manager/Forestry	01/2020	2080.00	=	N	0	0	1	\$44,112	\$50,995	\$57,878	\$45,219	\$45,219	\$45,219	\$0
DENVER	Arborist Technician I		03/2020	2080.00				0	5	\$38,542	\$47,403	\$56,264	\$42,806	\$50,752	\$45,689	\$44,595
ERIE	ARBORIST I		02/2020	2080.00		N	0	0	0	\$40,728	\$47,040	\$53,353	\$0	\$0	\$0	\$0
FORT COLLINS	Technician I, Forestry		01/2020	2080.00	=	N			2	\$40,882	\$51,102	\$61,323	\$46,446	\$47,080	\$46,763	\$46,763
LONGMONT	Arborist Technician I	Forestry Supervisor	01/2020	2080.00	=	N	0	0	0	\$38,369	\$42,206	\$46,043	\$42,632	\$42,632	\$42,632	\$42,632
LOUISVILLE	Parks Tech III - Arborist	Parks Supervisor: Horticulture & Forestry	02/2020	2080.00	=	N	0	0	1	\$43,534	\$50,554	\$57,574	\$54,641	\$54,641	\$54,641	\$0
LOVELAND	Forestry Specialist		01/2020	2080.00	<	N	0	0	1	\$49,700	\$62,100	\$74,500	\$67,392	\$67,392	\$67,392	\$0
MANITOU SPRINGS	ARBORIST		01/2020	2080.00	=	N	0	0	0	\$39,867	\$47,840	\$55,814	\$43,854	\$51,827	\$0	\$47,840
MONUMENT	ARBORIST I		01/2019	2080.00		N			0	\$37,216	\$45,191	\$53,166	\$48,438	\$48,438	\$48,438	\$0
SEVERANCE			01/2020	2080.00		N			1	\$0	\$0	\$0	\$46,410	\$46,410	\$46,410	\$46,410
WHEAT RIDGE	Forestry Assistant	Forestry and Open Space Supervisor	01/2020	2080.00	=	N	0	0	1	\$33,761	\$40,470	\$47,180	\$39,739	\$39,739	\$39,739	\$0
Average										\$40,671	\$48,490	\$56,310	\$47,758	\$49,413	\$48,547	\$45,648

**Job # B106.5 - ARBORIST II / PARKS**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Forestry Technician	City Forester	01/2020	2080.00	=	N	0	0	3	\$45,966	\$54,409	\$62,852	\$50,963	\$60,263	\$55,613	\$0
AURORA	Arborist	MANAGER OF FORESTRY	01/2020	2080.00	=	N	0	0	1	\$43,076	\$57,076	\$71,076	\$52,872	\$52,872	\$52,872	\$0
BASALT	Town Arborist Horiculturist	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$48,327	\$57,976	\$67,626	\$62,201	\$62,201	\$62,201	\$62,201
BERTHOUD	Parks Manager/Forestry	Deputy Town Administrator	01/2020	2080.00	=	N	1	0	1	\$53,084	\$61,367	\$69,650	\$60,049	\$60,049	\$60,049	\$0
BROOMFIELD	Parks Technician (Forestry)	Parks Foreman	01/2020	2080.00	=	N	0	0	1	\$41,704	\$49,868	\$58,032	\$47,944	\$47,944	\$47,944	\$0
CARBONDALE	ARBORIST		01/2020	2080.00	=	N	0	0	1	\$51,155	\$62,727	\$74,299	\$60,175	\$60,175	\$60,175	\$62,727
COLORADO SPRINGS	Forestry Technician	City Forester	01/2020	2080.00	=	N	0	0	4	\$43,962	\$52,854	\$61,747	\$43,962	\$52,162	\$47,781	\$0
DENVER	Arborist Technician II		03/2020	2080.00				0	3	\$42,120	\$51,813	\$61,506	\$52,208	\$56,722	\$54,912	\$55,806
ERIE	Town Arborist	Parks & Open Space Division Manager	02/2020	2080.00	=	N	5	5	1	\$60,067	\$72,198	\$84,329	\$70,700	\$70,700	\$70,700	\$0
FORT COLLINS	Technician II, Forestry		01/2020	2080.00	=	N	0	0	6	\$45,425	\$56,781	\$68,137	\$47,500	\$65,126	\$52,758	\$51,735
GOLDEN	Sr Maintenance Worker Forestry	Forestry Supervisor	1/2020	2080.00	=	N	0	0	9	\$41,800	\$49,125	\$56,450	\$43,888	\$50,398	\$46,323	\$0
LAKEWOOD	Arborist		01/2020	2080.00	=	N	0	0	2	\$46,946	\$55,120	\$63,294	\$56,534	\$57,158	\$56,846	\$0
LONGMONT	Arborist Technician II	Forestry Supervisor	01/2020	2080.00	=	N	0	0	1	\$47,975	\$52,772	\$57,570	\$47,975	\$57,570	\$53,836	\$53,305
MOUNTAIN VILLAGE	Horticulturalist	Manager Plazas & Environmental Services	02/2020	2080.00	=	N	1	1	1	\$43,646	\$51,286	\$58,925	\$46,219	\$46,219	\$46,219	\$0
WESTMINSTER	Arborist Technician	Crewleader	01/2020	2085.00	=	N	0	0	2	\$46,901	\$53,476	\$60,050	\$53,075	\$53,075	\$53,075	\$53,075
WHEAT RIDGE	Forestry Technician	Forestry and Open Space Supervisor	01/2020	2080.00	=	N	0	0	1	\$38,447	\$47,127	\$55,807	\$58,064	\$58,064	\$58,064	\$0
WINDSOR	Forestry Maintenance Technician	Town Forester	02/2020	2080.00	=	N	0	0	2	\$40,400	\$48,500	\$56,600	\$41,413	\$51,917	\$46,665	\$0
Average										\$45,941	\$54,969	\$63,997	\$52,691	\$56,624	\$54,473	\$56,475

**Job # P01 - ARTS AND CRAFTS INSTRUCTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Rec Instructor - Arts & Crafts	Recreation Coordinator	01/2020	2080.00	=	N	0	0	0	\$30,784	\$38,116	\$45,448	\$0	\$0	\$0	\$0
DENVER	Activities Leader Non-Certified		03/2020	2080.00				0	89	\$29,682	\$35,173	\$40,664	\$31,200	\$39,144	\$36,965	\$37,440
Average										\$30,233	\$36,644	\$43,056	\$31,200	\$39,144	\$36,965	\$37,440

**Job # M05.5 - ASSISTANT CITY MANAGER**

Range Actual

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Deputy City Manager	City Manager	01/2020	2080.00	=	Y	0	6	1	\$148,892	\$175,745	\$202,598	\$202,598	\$202,598	\$202,598	\$0
ASPEN	Assistant City Manager	City Manager	01/2019	2080.00	=	Y	0	5	2	\$121,372	\$145,950	\$170,528	\$162,843	\$162,843	\$162,843	\$0
AURORA	Deputy City Manager (AM22)	City Manager	01/2020	2080.00	=	Y	0	6	3	\$149,968	\$187,460	\$224,952	\$174,357	\$188,409	\$216,397	\$0
AVON	ASSISTANT TOWN ADMINISTRATOR	Town Manager	01/2020	2080.00	>	Y	7	1	1	\$78,452	\$90,248	\$102,044	\$80,575	\$80,575	\$80,575	\$0
BERTHOUD	Deputy Town Administrator	Town Administrator	01/2020	2080.00	=	N	0	6	1	\$0	\$0	\$0	\$101,545	\$101,545	\$101,545	\$0
BRECKENRIDGE	Assistant Town Manager	Town Manager	01/01/20	2080.00	=	Y	500	8	1	\$110,600	\$141,000	\$171,400	\$161,718	\$161,718	\$161,718	\$0
BRIGHTON	Assistant City Manager	City Manager	3/2020	2080.00	=	Y	0	0	1	\$132,836	\$157,410	\$181,985	\$181,985	\$181,985	\$181,985	\$0
BROOMFIELD	Deputy City & County Manager	City & County Manager	01/2020	2080.00	=	Y	8	8	1	\$150,904	\$177,476	\$204,048	\$199,139	\$199,139	\$199,139	\$0
BRUSH	Assistant City Administrator	City Administrator	01/2020	2080.00	=	Y	1	0	1	\$75,853	\$96,655	\$117,457	\$82,964	\$85,453	\$82,964	\$0
CASTLE ROCK	ASSISTANT CITY/COUNTY MANAGER / ADMINISTRATOR		01/2020	2080.00		N	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
COMMERCE CITY	Deputy City Manager	City Manager	01/2020	2080.00	=	Y	3	3	2	\$126,344	\$170,564	\$214,784	\$173,716	\$174,135	\$173,925	\$0
DURANGO	Assistant City Manager	City Manager	01/2020	2080.00	=	N	75	5	0	\$137,535	\$165,042	\$192,549	\$0	\$0	\$0	\$0
ENGLEWOOD	Assistant City Manager	City Manager	01/2019	2080.00	=	Y	0	0	1	\$116,707	\$148,809	\$180,912	\$115,000	\$115,000	\$115,000	\$0
ERIE	ASSISTANT ADMINISTRATOR		02/2020	2080.00		N	0	0	1	\$137,238	\$164,686	\$192,133	\$152,755	\$152,755	\$152,755	\$0
ESTES PARK	Assistant Town Administrator	Town Administrator	01/2020	2080.00	=	Y	3	1	1	\$94,383	\$115,619	\$136,855	\$98,149	\$98,149	\$98,149	\$0
EVANS	Deputy City Manager		01/2020	2080.00	=	N	0	0	1	\$125,866	\$157,384	\$188,902	\$134,203	\$134,203	\$134,203	\$134,203
FORT LUPTON	Assistant City Administrator	City Administrator	02/2020	2080.00	<	N	0	2	1	\$72,500	\$90,625	\$108,750	\$75,005	\$75,005	\$75,005	\$0
FORT MORGAN	Deputy City Manager/City Clerk/Public Information Officer	City Manager	01/2020	2080.00	=	N	0	0	1	\$97,300	\$124,000	\$150,700	\$126,704	\$126,704	\$126,704	\$0
FREDERICK	Deputy Town Manager	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$120,000	\$146,400	\$172,800	\$128,520	\$128,520	\$128,520	\$0
GLENWOOD SPRINGS	ASSISTANT CITY/COUNTY MANAGER / ADMINISTRATOR		01/2020	2080.00			0	0	1	\$104,030	\$130,038	\$156,045	\$117,021	\$117,021	\$117,021	\$117,021
GYPSUM	Assistant Town Manager	Town Manager	01/2020	2080.00	=	Y	2	0	1	\$0	\$0	\$0	\$123,781	\$123,781	\$123,781	\$0
IDAHO SPRINGS	ASSISTANT CITY ADMINISTRATOR		01/2020	2080.00						\$60,000	\$72,000	\$84,000	\$60,008	\$60,008	\$60,008	\$0
LA JUNTA	Assistant City Manager		01/2020	2080.00		Y			1	\$76,565	\$84,262	\$91,958	\$81,499	\$81,499	\$81,499	\$0
LAKEWOOD	Deputy City Manager		01/2020	2080.00	=	Y	16	6	1	\$109,886	\$151,809	\$193,731	\$172,016	\$172,016	\$172,016	\$0
LONE TREE	Assistant City Manager/Finance Director	City Manager	01/2020	2080.00	=	Y	16	5	1	\$120,800	\$154,000	\$187,200	\$0	\$147,700	\$0	\$0
LONGMONT	Assistant City Manager	City Manager	01/2020	2080.00	=	N	0	0	2	\$150,346	\$165,381	\$180,416	\$168,728	\$173,790	\$171,259	\$167,052
LOUISVILLE	Deputy City Manager	City Manager	02/2020	2080.00	=	N	15	5	1	\$141,225	\$164,002	\$186,779	\$172,681	\$172,681	\$172,681	\$152,276
LOVELAND	Deputy City Manager	City Manager	01/2020	2080.00	=	Y	0	8	1	\$127,200	\$165,300	\$203,400	\$196,227	\$196,227	\$196,227	\$0
MANITOU SPRINGS	ASSISTANT CITY/COUNTY MANAGER		01/2020	2080.00	=	N	0	0	1	\$89,008	\$106,810	\$124,611	\$97,908	\$115,710	\$0	\$106,809
MONTROSE	Assistant City Manager	City Manager	01/2020	2080.00	=	Y	9	9	1	\$102,494	\$126,586	\$150,677	\$98,000	\$128,070	\$115,282	\$0
PALISADE	ASSISTANT CITY MANAGER		01/2019	2080.00	=	N	0	0	1	\$65,434	\$72,580	\$79,726	\$65,434	\$79,726	\$65,434	\$0
PARKER	Deputy Town Administrator		01/2019	2080.00	=	N	0	0	0	\$121,400	\$160,900	\$200,400	\$0	\$0	\$0	\$0
RIFLE	Assistant City Manager		01/2020	2080.00		Y			1	\$103,635	\$132,195	\$160,755	\$114,258	\$114,258	\$114,258	\$114,258
ROCKY FORD	ASSISTANT CITY MANAGER	CITY MANAGER	01/2020	2080.00	=	N	0	0	0	\$32,320	\$43,304	\$54,288	\$0	\$0	\$0	\$0
SILVERTHORNE	Assistant Town Manager/URA Exec Director	Town Manager	01/2020	2080.00	<	Y	42	4	1	\$117,715	\$137,334	\$156,953	\$153,875	\$153,875	\$153,875	\$0
SUMMIT COUNTY	Bus Operator	County Manager	07/2019	2080.00	=	N	0	0	60	\$39,250	\$45,562	\$51,873	\$39,634	\$52,382	\$43,889	\$41,605
SUPERIOR	Assistant Town Manager	Town Manager	01/2020	2080.00	>	Y	2	2	1	\$97,755	\$132,468	\$167,180	\$148,894	\$148,894	\$148,894	\$0
VAIL	Asst Town Manager		01/2019	2080.00		Y			1	\$120,000	\$150,000	\$180,000	\$137,000	\$137,000	\$137,000	\$0
WELLINGTON	Deputy Town Administrator	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$80,218	\$100,272	\$120,327	\$960	\$88,145	\$88,145	\$0
WESTMINSTER	Deputy City Manager	City Manager	01/2020	2085.00	=	Y	0	2	2	\$164,879	\$185,488	\$206,098	\$206,098	\$206,098	\$206,098	\$206,098
WOODLAND PARK	City Clerk/Assistant City Manager		01/2020	2080.00	=	N	0	0	1	\$90,132	\$108,158	\$126,185	\$90,132	\$90,132	\$90,132	\$0
Average										\$108,820	\$133,413	\$158,006	\$127,665	\$133,182	\$132,901	\$129,915

#### Job # M09 - ASSISTANT TO THE CITY/COUNTY MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Assistant to the City Manager	City Manager	01/2019	2080.00	=	N	0	0	1	\$55,145	\$66,312	\$77,479	\$77,479	\$77,479	\$77,479	\$0
AURORA	Assistan City Manager (AC22)	City Manager	01/2020						1	\$134,821	\$168,510	\$202,200	\$0	\$0	\$165,468	\$0
AVON	EXECUTIVE ASSISTANT TO THE TOWN MANAGER	Town Manager	01/2020	2080.00	=	N	1	1	1	\$60,615	\$74,830	\$89,045	\$74,262	\$74,262	\$74,262	\$0
BROOMFIELD	Executive Office Manager	City & County Manager	01/2020	2080.00	=	Y	7	4	1	\$76,336	\$87,100	\$97,864	\$92,477	\$92,477	\$92,477	\$0
BUENA VISTA	Senior Policy Advisor		01/2020	2080.00	=	Y	0	0	0	\$55,078	\$65,540	\$76,003	\$0	\$0	\$0	\$0
GUNNISON COUNTY	Assistant to the County Manager	County Manager	01/2020	2080.00	=	Y	0	0	1	\$55,781	\$67,341	\$78,901	\$73,268	\$73,268	\$73,268	\$0
MONUMENT			01/2019	2080.00		N			0	\$50,274	\$60,322	\$70,370	\$66,240	\$66,240	\$66,240	\$0
PAONIA	ASSISTANT TO THE ADMINISTRATOR	TOWN ADMIN/CLERK	01/2020	2080.00	=	N	0	0	1	\$32,584	\$39,255	\$45,926	\$33,075	\$33,075	\$33,075	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$73,176	\$89,641	\$106,106	\$84,936	\$84,936	\$0	\$0
Average										\$65,979	\$79,872	\$93,766	\$71,677	\$71,677	\$83,181	?

#### Job # P02 - ASSOCIATE MUNICIPAL JUDGE

										Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Associate Judge (AA38)	Presiding Judge	01/2020	2080.00	=	Y	0	0	6	\$113,719	\$142,148	\$170,578	\$134,848	\$134,848	\$154,414	\$0
BROOMFIELD	Deputy Municipal Judge	City Council	01/2020	2080.00	=	N	0	0	0	\$107,536	\$134,888	\$162,240	\$0	\$0	\$0	\$0
WESTMINSTER	Associate Municipal Court Judge	Court Administrator	01/2020	2086.00	=	Y	0	0	1	\$119,873	\$134,858	\$149,842	\$131,912	\$131,912	\$131,912	\$131,912
Average										\$113,709	\$137,298	\$160,887	\$133,380	\$133,380	\$143,163	\$131,912

#### Job # B074 - ATTORNEY I, ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Assistant City Attorney I, Civil (AA10)	City Attorney	01/2020	2080.00	=	Y	0	0	3	\$79,012	\$96,826	\$114,640	\$93,554	\$174,804	\$86,952	\$0
GRAND JUNCTION	Staff Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$73,195	\$87,834	\$102,473	\$87,006	\$87,006	\$87,006	\$0
LONGMONT	Assistant City Attorney I	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$81,030	\$89,133	\$97,236	\$84,144	\$84,144	\$84,144	\$84,144
LOVELAND	Assistant City Attorney I	City Attorney	01/2020	2080.00	=	Y	0	0	2	\$72,800	\$92,800	\$112,800	\$91,353	\$92,019	\$91,686	\$0
SUMMIT COUNTY	Assistant County Attorney I	County Attorney	07/2019	2080.00	=	N	0	0	1	\$75,459	\$94,323	\$113,187	\$0	\$0	\$0	\$0
THORNTON	Assistant City Attorney I	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$84,468	\$97,983	\$111,498	\$90,093	\$90,093	\$90,093	\$0
Average										\$77,661	\$93,150	\$108,639	\$89,230	\$105,613	\$87,976	\$84,144

#### Job # B074.5 - ATTORNEY II, ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Assistant City Attorney II, Civil (AC10)	Deputy City Attorney	01/2020	2080.00	=	Y	0	0	6	\$95,894	\$117,425	\$138,956	\$68,471	\$86,685	\$107,876	\$0
BROOMFIELD	Assistant City and County Attorney		01/2020	2080.00					3	\$77,480	\$98,488	\$119,496	\$99,403	\$102,128	\$100,766	\$0
COLORADO SPRINGS	Attorney	Deputy City Attorney	02/2020	2080.00	=	Y	0	0	4	\$82,015	\$98,605	\$115,195	\$84,239	\$93,866	\$89,397	\$0
COMMERCE CITY	Senior Assistant City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$82,028	\$110,738	\$139,447	\$123,982	\$123,982	\$123,982	\$0
DENVER	Assistant City Attorney Associate		03/2020	2080.00	=	Y	0	0	27	\$87,087	\$113,213	\$139,339	\$90,527	\$123,751	\$105,866	\$104,785
FORT COLLINS	Assistant City Attorney II	City Attorney	01/2020	2080.00	=	Y	0	0	8	\$82,500	\$110,000	\$137,500	\$95,159	\$127,402	\$105,682	\$102,806
GRAND JUNCTION	Senior Staff Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	0	\$84,970	\$101,964	\$118,958	\$0	\$0	\$0	\$0
GREENWOOD VILLAGE	Assistant City Attorney	City Attorney	01/2020	2080.00	=	N	0	0	1	\$83,868	\$103,218	\$122,569	\$113,194	\$113,193	\$113,193	\$0
LONGMONT	Assistant City Attorney II		01/2020	2080.00	=	N	0	0	2	\$103,212	\$113,538	\$123,864	\$103,216	\$111,947	\$107,582	\$107,582
LOVELAND	Assistant City Attorney II	City Attorney	01/2020	2080.00	=	Y	0	0	3	\$93,700	\$121,800	\$149,900	\$107,057	\$111,238	\$108,638	\$0
MONTROSE	Assistant City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$73,459	\$89,680	\$105,902	\$68,500	\$83,854	\$78,656	\$0
SUMMIT COUNTY	Assistant County Attorney II	County Attorney	07/2019	2080.00	=	N	0	0	2	\$80,740	\$100,926	\$121,111	\$91,685	\$117,381	\$105,537	\$0
THORNTON	Assistant City Attorney II	City Attorney	01/2020	2080.00	=	Y	0	0	5	\$96,708	\$112,181	\$127,654	\$106,957	\$127,654	\$117,487	\$0
WESTMINSTER	Assistant City Attorney I	City Attorney	01/2020	2085.00	=	Y	0	0	0	\$77,673	\$87,382	\$97,092	\$0	\$0	\$0	\$0
Average										\$85,810	\$105,654	\$125,499	\$96,032	\$110,257	\$105,389	\$105,058

#### Job # B073.3 - ATTORNEY, DEPUTY CITY

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Deputy City Attorney	City Attorney	01/2020	2080.00	=	N	3	3	1	\$120,850	\$143,046	\$165,243	\$154,573	\$154,573	\$154,573	\$0
ASPEN	Assistant City Attorney	City Attorney	01/2019	2080.00	=	N	0	0	0	\$109,254	\$131,378	\$153,502	\$114,046	\$114,046	\$114,046	\$0
BROOMFIELD	Deputy City/County Attorney	City & County Attorney	01/2020	2080.00	=	Y	0	0	1	\$118,664	\$143,832	\$169,000	\$162,157	\$162,157	\$162,157	\$0
COLORADO SPRINGS	Deputy City Attorney		02/2020	2080.00	=	N	0	0	1	\$162,979	\$195,946	\$228,914	\$198,803	\$198,803	\$198,803	\$0
DENVER	Deputy City Attorney		03/2020	2080.00	=	Y	0	0	1	\$158,766	\$206,396	\$254,026	\$180,250	\$180,250	\$180,250	\$180,250
FORT COLLINS	Deputy City Attorney		01/2020	2080.00	=	Y	0	0	1	\$113,850	\$151,800	\$189,750	\$164,442	\$164,442	\$164,442	\$157,361
FOUNTAIN	CITY ATTORNEY	City Manager	02/2020	2080.00	=	N	2	2	1	\$83,180	\$101,480	\$119,780	\$84,844	\$122,176	\$101,812	\$101,812
GRAND JUNCTION	Assistant City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$119,124	\$119,124	\$119,124	\$0
GUNNISON COUNTY	Deputy County Attorney	County Attorney	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$134,569	\$134,569	\$134,569	\$0
LOVELAND	Deputy City Attorney	City Attorney	01/2020	2080.00	=	Y	0	0	1	\$107,800	\$140,100	\$172,400	\$138,881	\$138,881	\$138,881	\$0
THORNTON	DEPUTY CITY ATTORNEY	CITY ATTORNEY	01/2020	2080.00	=	Y	0	0	1	\$110,721	\$128,436	\$146,152	\$145,040	\$145,040	\$145,040	\$0
WESTMINSTER	Deputy City Attorney	City Attorney	02/2020	2086.00	=	N	4	4	1	\$132,721	\$149,311	\$165,901	\$165,901	\$165,901	\$165,901	\$165,901
Average										\$121,878	\$149,173	\$176,467	\$146,886	\$149,997	\$148,300	\$151,331

#### Job # B073.2 - ATTORNEY, PROSECUTING

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Assistant City Attorney	Deputy City Attorney	01/2020	2080.00	=	Y	0	0	2	\$76,701	\$90,790	\$104,878	\$85,039	\$90,218	\$87,629	\$0
AURORA	Assistan City Attorney II, Criminal (AD10)	Deputy City Attorney	01/2020						5	\$86,617	\$106,092	\$125,566	\$0	\$0	\$92,233	\$0

COLORADO SPRINGS	Prosecuting Attorney	Deputy City Attorney	02/2020	2080.00	=	Y	0	0	2	\$69,031	\$82,994	\$96,958	\$74,466	\$79,413	\$76,939	\$0
DENVER	Associate Deputy District Attorney		03/2020	2080.00			0	0	21	\$87,087	\$113,213	\$139,339	\$89,418	\$134,068	\$103,897	\$98,552
FORT COLLINS	Assistant City Attorney I	Senior Assistant City Attorney	01/2020	2080.00	=	Y	0	0	1	\$71,739	\$95,652	\$119,565	\$87,006	\$87,006	\$87,006	\$87,746
LAKEWOOD	Municipal Prosecutor II		01/2020	2080.00	=	Y	0	0	1	\$67,538	\$81,026	\$94,515	\$79,123	\$79,123	\$79,123	\$0
LONGMONT	Prosecuting Attorney I	City Attorney	01/2020	2080.00	=	N	0	0	0	\$82,896	\$91,186	\$99,475	\$92,107	\$92,107	\$92,107	\$92,107
WESTMINSTER	Assistant Prosecuting Attorney	Lead Prosecuting Attorney	01/2020	2085.00	=	Y	0	0	3	\$83,499	\$93,936	\$104,373	\$104,129	\$104,373	\$104,292	\$104,373
Average										\$78,138	\$94,361	\$110,584	\$87,327	\$95,187	\$90,403	\$95,695

#### Job # B068.4 - BENEFITS MANAGER/SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRECKENRIDGE	Senior Human Resources Generalist	Human Resources Director	01/01/20	2080.00	=	Y	1	1	1	\$66,400	\$83,000	\$99,600	\$93,351	\$93,351	\$93,351	\$0
BROOMFIELD	Benefits Manager	Director of HR	01/2020	2080.00	<	Y	1	1	1	\$79,144	\$95,524	\$111,904	\$90,688	\$90,688	\$90,688	\$0
COLORADO SPRINGS	Benefits Manager		01/2020	2080.00	=	N	0	0	1	\$111,316	\$133,833	\$156,350	\$124,488	\$124,488	\$124,488	\$0
DENVER	HR Benefits and Wellness Director		03/2020	2080.00	=	Y	0	0	1	\$106,525	\$138,482	\$170,440	\$165,595	\$165,595	\$165,595	\$165,595
FORT COLLINS	Sr Manager, Benefits		01/2020	2080.00	=	Y	0	0	1	\$86,884	\$115,845	\$144,806	\$118,064	\$118,064	\$118,064	\$114,071
LONGMONT	Benefits Administrator	CHRO	01/2020	2080.00	=	N	0	0	1	\$90,274	\$99,301	\$108,328	\$101,304	\$101,304	\$101,304	\$100,304
MONUMENT			01/2019	2080.00		N			1	\$50,274	\$60,322	\$70,370	\$66,240	\$66,240	\$66,240	\$0
PARKER	Benefits Wellness Administrator	Human Resources Director	01/2019	2080.00	=	N	0	0	1	\$57,800	\$72,200	\$86,600	\$62,000	\$62,000	\$62,000	\$0
THORNTON	Benefits Administrator	Human Resources Director	01/2020	2080.00	=	Y	1	1	1	\$76,317	\$88,528	\$100,738	\$83,751	\$83,751	\$83,751	\$0
Average										\$80,548	\$98,559	\$116,571	\$100,609	\$100,609	\$100,609	\$126,657

#### Job # B068.5 - BENEFITS TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Human Resources Technician (BA32)	Human Resources Supervisor	01/2020						1	\$36,871	\$44,284	\$51,696	\$0	\$0	\$51,117	\$0
BRECKENRIDGE	Human Resources Generalist I	Senior Human Resources Generalist	01/01/20	2080.00	=	Y	0	0	1	\$45,300	\$55,500	\$65,700	\$60,000	\$60,000	\$60,000	\$0
COLORADO SPRINGS	Benefits Technician		01/2020	2080.00	=	N	0	0	1	\$43,440	\$52,227	\$61,014	\$48,396	\$48,396	\$48,396	\$0
DENVER	HR Benefits Analyst		03/2020	2080.00			0	0	6	\$58,433	\$75,963	\$93,493	\$73,703	\$84,972	\$78,718	\$78,029
FORT COLLINS	Analyst I, Benefits	Compensation, Benefits & HRIS Manager	01/2020	2080.00	=	Y	0	0	2	\$48,815	\$65,087	\$81,359	\$65,000	\$75,000	\$70,000	\$61,432
LOVELAND	Benefits Administrator	Human Resources Manager	01/2020	2080.00	=	Y	0	0	1	\$51,600	\$65,800	\$80,000	\$68,432	\$68,432	\$68,432	\$0
MONUMENT	BENEFITS TECHNICIAN		01/2019	2080.00		N			0	\$36,495	\$43,268	\$50,040	\$51,605	\$51,605	\$51,605	\$0
THORNTON	Benefits Coordinator	Benefits Administrator	01/2020	2080.00	=	N	0	0	1	\$56,285	\$65,290	\$74,296	\$59,601	\$59,601	\$59,601	\$0
Average										\$47,155	\$58,427	\$69,700	\$60,962	\$64,001	\$60,984	\$69,731

#### Job # B033 - BUDGET ANALYST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Budget Officer	Finance/Administrative Service Director	01/2019	2080.00	>	Y	0	0	1	\$61,262	\$73,668	\$86,073	\$66,560	\$84,385	\$75,472	\$0
AURORA	Management Analyst Series (I, II, Senior)	Varies	01/2020	2080.00	=	Y	0	0	9	\$39,160	\$58,672	\$78,183	\$58,474	\$80,528	\$69,005	\$0
BRIGHTON	Budget Analyst I		03/2020	2080.00	=	N	0	0	0	\$56,995	\$67,539	\$78,083	\$0	\$0	\$0	\$0
BROOMFIELD	Budget & Financial Analyst	Various	01/2020	2080.00	=	Y	0	0	3	\$64,272	\$78,104	\$91,936	\$66,581	\$73,528	\$70,054	\$0
COLORADO SPRINGS	Principal Analyst (Budget)	Economic Development Director	01/2020	2080.00	=	Y	0	0	2	\$63,332	\$76,142	\$88,953	\$67,496	\$70,798	\$69,147	\$0
COMMERCE CITY	Budget & Performance Analyst	Deputy Director of Finance	01/2020	2080.00	=	Y	0	0	2	\$54,125	\$67,656	\$81,188	\$60,000	\$63,201	\$61,601	\$0
DENVER	Budget Analyst Associate		03/2020	2080.00	=	Y	0	0	3	\$59,953	\$77,939	\$95,925	\$64,000	\$67,204	\$65,765	\$66,092
FORT COLLINS	Sr Analyst, Budget	Director, Budget	01/2020	2080.00	=	Y	0	0	1	\$63,036	\$84,048	\$105,060	\$81,016	\$81,016	\$81,016	\$81,016
GREELEY	BUDGET ANALYST	Department Head	01/2020	2080.00	=	Y	0	0	2	\$69,266	\$83,119	\$96,972	\$75,038	\$78,021	\$76,529	\$0
LONGMONT	Budget Analyst	Budget Manager	01/2020	2080.00	=	N	0	0	1	\$69,547	\$76,502	\$83,456	\$79,609	\$79,609	\$79,609	\$77,274
LOVELAND	Budget Analyst	Senior Budget Analyst	01/2020	2080.00	=	Y	0	0	0	\$48,900	\$62,400	\$75,900	\$0	\$0	\$0	\$0
WINDSOR	Budget Analyst	Director of Finance	02/2020	2080.00	=	Y	0	0	1	\$64,000	\$78,400	\$92,800	\$73,130	\$73,130	\$73,130	\$0
Average										\$59,487	\$73,682	\$87,877	\$69,190	\$75,142	\$72,133	\$74,794

#### Job # M033.5 - BUDGET MANAGER/DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Assistant Finance Director		01/2019	2080.00	=	N	0	0	1	\$83,991	\$101,000	\$118,008	\$90,688	\$90,688	\$90,688	\$0
AURORA	Budget/Finance Program Manager	Budget Officer	01/2020	2080.00	=	Y	3	3	2	\$57,335	\$75,968	\$94,602	\$90,450	\$90,450	\$90,450	\$0
BRIGHTON	Budget Manager		03/2020	2080.00	=	N	0	0	1	\$84,810	\$100,500	\$116,190	\$94,576	\$94,576	\$94,576	\$0
BROOMFIELD	Budget Manager	Director of Finance	01/2020	2080.00	=	Y	3	3	1	\$98,904	\$118,820	\$138,736	\$101,816	\$101,816	\$101,816	\$0
COLORADO	Budget Manager	Chief Financial Officer	01/2020	2080.00	=	N	0	0	1	\$111,316	\$133,833	\$156,350	\$135,770	\$135,770	\$135,770	\$0

SPRINGS																
FORT COLLINS	Director, Budget	Chief Financial Officer	01/2020	2080.00	=	Y	0	0	1	\$99,915	\$133,220	\$166,526	\$116,298	\$116,298	\$116,298	\$111,290
LONGMONT	Budget Manager	Chief Financial Officer	01/2020	2080.00	=	Y	0	0	1	\$110,243	\$121,268	\$132,292	\$132,291	\$132,291	\$132,291	\$122,492
LOVELAND	Budget Manager	Finance Director	01/2020	2080.00	=	Y	0	1	1	\$93,700	\$121,800	\$149,900	\$109,179	\$109,179	\$109,179	\$0
MOUNTAIN VILLAGE	Chief Accountant/ Revenue Manager	Finance Director		2080.00	=	N	0	0	0	\$58,702	\$63,839	\$68,976	\$75,151	\$75,151	\$75,151	\$0
STEAMBOAT SPRINGS	Budget & Tax Supervisor (Manager)	Finance Director	01/2019	2080.00	=	Y	3	3	1	\$71,837	\$88,000	\$104,163	\$87,654	\$87,654	\$0	\$0
VAIL	Budget Manager		01/2020	2080.00	=	N	0	0	1	\$80,790	\$100,987	\$121,185	\$102,306	\$102,306	\$102,306	\$0
WESTMINSTER	Assistant City Manager	Deputy City Manager	01/2020	2085.00	=	Y	5	3	1	\$153,376	\$172,548	\$191,720	\$160,895	\$160,895	\$160,895	\$160,895
Average										\$92,077	\$110,982	\$129,887	\$108,089	\$108,089	\$109,947	\$131,559

#### Job # B014 - BUILDING INSPECTION SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Assistant Building Official	Chief Building Official	01/2020	2080.00	=	Y	0	0	1	\$74,157	\$87,778	\$101,399	\$84,686	\$84,686	\$84,686	\$0
ASPEN	Field Inspection Manager		01/2019	2080.00	=	N	0	0	1	\$68,057	\$81,838	\$95,620	\$0	\$0	\$0	\$0
AURORA	Building Inspection Supervisor	Building Inspection Manager	01/2020	2080.00	=	Y	22	22	3	\$52,123	\$69,062	\$86,002	\$88,008	\$94,656	\$91,788	\$0
BLUE RIVER			01/2020	2080.00	=	N			0	\$40,000	\$49,500	\$59,000	\$55,000	\$61,058	\$58,029	\$0
CORTEZ	Building Official	Public Works Director	01/2020	2080.00	=	N	1	0	1	\$55,765	\$69,712	\$83,658	\$70,241	\$70,241	\$70,241	\$0
DENVER	Chief Trades Inspector		03/2020	2080.00	=	N	0	0	3	\$57,481	\$74,726	\$91,970	\$82,400	\$91,970	\$88,780	\$91,970
FORT COLLINS	Lead Building Inspector		01/2020	2080.00	=	N	0	0	1	\$62,056	\$74,318	\$86,581	\$86,581	\$86,581	\$86,581	\$86,581
GUNNISON COUNTY	Building/EH Official	Director of Community & Economic Development	01/2020	2080.00	=	Y	0	0	1	\$66,435	\$80,204	\$93,973	\$85,134	\$85,134	\$85,134	\$0
LAKEWOOD	Building Inspector Supervisor		01/2020	2080.00	=	N	5	0	1	\$74,277	\$89,118	\$103,958	\$92,019	\$92,019	\$92,019	\$0
LONGMONT	Building Inspection Supervisor	Chief Building Official	01/2020	2080.00	=	N	0	0	0	\$77,715	\$85,486	\$93,258	\$86,350	\$86,350	\$86,350	\$86,350
SUMMIT COUNTY	Deputy Building Official	Building Inspection Director	07/2019	2080.00	=	Y	4	0	1	\$78,886	\$102,552	\$126,218	\$104,700	\$104,700	\$104,700	\$0
THORNTON	Building Inspection Supervisor	Chief Building Official	01/2020	2080.00	=	Y	0	0	2	\$78,942	\$91,573	\$104,204	\$96,097	\$104,204	\$100,150	\$0
WESTMINSTER	Building Inspection Supervisor	Chief Building Official	01/2020	2085.00	=	N	10	8	1	\$83,665	\$95,381	\$107,097	\$107,097	\$107,097	\$107,097	\$107,097
Average										\$66,889	\$80,865	\$94,841	\$86,526	\$89,058	\$87,963	\$92,999

#### Job # B015 / S24 - BUILDING INSPECTOR II

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Combination Inspector I/II/III	Assistant Building Official	01/2020	2080.00	>	N	0	0	3	\$58,862	\$69,673	\$80,484	\$71,311	\$80,484	\$77,426	\$0
ASPEN	Building Inspector	Chief Building Official	01/2019	2080.00	>	Y	0	0	1	\$55,145	\$66,312	\$77,479	\$77,480	\$77,480	\$77,480	\$0
AURORA	Building Inspector I, II & III	Building Inspector Supervisor	01/2020	2080.00	=	N	0	0	19	\$39,160	\$58,672	\$78,183	\$61,784	\$86,050	\$71,311	\$0
BRECKENRIDGE	Building Inspector II	Community Development/Building Chief Building Official	01/01/20	2080.00	=	N	0	0	2	\$54,200	\$67,800	\$81,400	\$59,987	\$80,267	\$68,993	\$0
BRIGHTON	Building Inspector I	CBI	03/2020	2080.00	=	N	0	0	2	\$57,111	\$67,676	\$78,242	\$60,884	\$70,565	\$65,725	\$0
BROOMFIELD	Combination Inspector I/II/III	Chief Building Official	01/2020	2080.00	=	N	0	0	5	\$53,248	\$67,340	\$81,432	\$58,240	\$71,864	\$65,052	\$0
CANON CITY	Building Inspector	Building Official	01/2019	2080.00	=	N	0	0	1	\$38,796	\$45,642	\$52,488	\$0	\$0	\$0	\$0
CASTLE ROCK	COMBO BUILDING INSPECTOR		01/2020	2080.00	=	N	0	0	1	\$54,766	\$64,355	\$73,944	\$0	\$0	\$0	\$0
COMMERCE CITY	Building Inspector II	Assistant Building Official	01/2020	2080.00	=	N	0	0	1	\$54,615	\$68,268	\$81,922	\$63,550	\$63,550	\$63,550	\$0
CRESTED BUTTE	Building Inspector	Building & Zoning Director	01/2020	2080.00	=	N	0	0	1	\$47,502	\$55,046	\$62,590	\$66,913	\$66,913	\$66,913	\$0
DELTA	Building Official	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$53,095	\$61,660	\$70,226	\$67,962	\$67,962	\$67,962	\$0
DENVER	Combination Inspector I		03/2020	2080.00	=	N	0	0	13	\$54,995	\$67,642	\$80,288	\$68,972	\$80,288	\$75,264	\$75,003
ENGLEWOOD	Building Inspector II	Chief Building Official	01/2019	2080.00	=	N	0	0	3	\$53,114	\$65,120	\$77,126	\$60,706	\$67,683	\$65,357	\$0
ERIE	Building Inspector	Chief Building Official	02/2020	2080.00	=	N	4	0	1	\$58,470	\$67,533	\$76,596	\$69,056	\$69,056	\$69,056	\$0
ESTES PARK	Combination Building Inspector	Chief Building Official	01/2020	2080.00	=	N	1	0	1	\$56,898	\$69,700	\$82,501	\$70,071	\$70,071	\$70,071	\$0
EVANS	Construction Inspector		01/2020	2080.00	=	N	0	0	1	\$54,281	\$66,435	\$78,589	\$57,673	\$57,673	\$57,673	\$57,673
FEDERAL HEIGHTS	Building Official	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$73,330	\$89,786	\$106,241	\$93,746	\$93,746	\$93,746	\$0
FORT COLLINS	Building Inspector	Senior Manager, Building & Development Review	01/2020	2080.00	=	N	0	0	9	\$56,415	\$67,562	\$78,710	\$64,424	\$78,710	\$73,268	\$75,633
FORT MORGAN	Building Inspector	Chief Building Official	3/2020	2080.00	=	N	0	0	1	\$47,500	\$59,400	\$71,300	\$51,045	\$51,045	\$51,045	\$0
FRISCO	Building Inspector	Building Official	01/2020	2080.00	=	N	0	0	1	\$55,172	\$66,206	\$77,241	\$57,047	\$57,047	\$57,047	\$0
GLENWOOD SPRINGS	Building Inspector I	Building Official	01/2020	2080.00	=	N	0	0	1	\$56,846	\$68,234	\$79,622	\$68,078	\$68,078	\$68,078	\$0
GREELEY	BUILDING INSPECTOR I	Chief Building Official	01/2020	2080.00	=	N	0	0	3	\$65,358	\$78,429	\$91,501	\$67,475	\$82,056	\$74,686	\$0
GREENWOOD VILLAGE	Combination Inspector	Chief Building Official	01/2020	2080.00	=	N	0	0	2	\$52,993	\$64,494	\$75,994	\$56,160	\$75,899	\$66,029	\$0
GUNNISON COUNTY	Assistant Building/EH Inspector	Building/EH Official	01/2020	2080.00	=	N	0	0	1	\$45,040	\$54,374	\$63,707	\$60,637	\$60,637	\$60,637	\$0
LAFAYETTE	Building Inspector / Plans Examiner		01/2020	2080.00	=	N	0	0	0	\$49,049	\$61,311	\$73,573	\$78,936	\$0	\$0	\$0
LAKEWOOD	Building Inspector II		01/2020	2080.00	=	N	0	0	1	\$55,848	\$66,986	\$78,125	\$65,062	\$65,062	\$65,062	\$0
LONGMONT	Building Inspector	Building Inspection Supervisor	01/2020	2080.00	=	N	0	0	1	\$60,336	\$66,370	\$72,403	\$67,712	\$67,712	\$67,712	\$67,712
LOUISVILLE	Building Inspector	Chief Building Official	02/2020	2080.00	=	N	0	0	0	\$59,592	\$69,202	\$78,811	\$0	\$0	\$0	\$0
LOVELAND	Building Inspector	Building Inspector Supervisor	01/2020	2080.00	=	N	0	0	3	\$54,700	\$68,400	\$82,100	\$62,400	\$72,467	\$67,475	\$0
MEEKER	Building Inspector	Planner	01/2020	2080.00	=	N	0	0	1	\$47,403	\$55,671	\$63,939	\$47,403	\$63,939	\$56,222	\$0
MONTROSE	Building Inspector	Assistant City Manager	01/2020	2080.00	=	N	0	0	1	\$51,660	\$61,584	\$71,509	\$48,245	\$57,978	\$54,819	\$0

MOUNTAIN VILLAGE	Building Inspector- combination	Building Official	01/2020	2080.00	=	N	0	0	1	\$50,618	\$59,478	\$68,337	\$57,400	\$57,400	\$57,400	\$0
MT. CRESTED BUTTE	Building inspector II	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$45,000	\$55,000	\$65,000	\$59,500	\$59,500	\$59,500	\$0
OURAY	Building Inspector	Community Development Coordinator	01/2020	2080.00	=	N	0	0	0	\$50,116	\$60,144	\$70,173	\$48,064	\$48,064	\$48,064	\$0
PAGOSA SPRINGS	Building/Fire Inspector	Building/Fire Code Official	01/2020	2080.00	=	N	0	0	1	\$42,562	\$50,500	\$58,438	\$43,562	\$43,562	\$43,562	\$0
PARKER	Building Inspector		01/2019	2080.00		N	0	0	1	\$47,600	\$59,800	\$72,000	\$47,840	\$47,840	\$47,840	\$0
RIDGWAY	BUILDING INSPECTOR II	Town Planner	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$44,128	\$61,779	\$51,002	\$52,953
RIFLE	Building Inspector		01/2020	2080.00	=	N	0	0	1	\$45,780	\$56,070	\$66,360	\$52,416	\$52,416	\$52,416	\$52,416
SALIDA	FIRE INSPECTOR	FIRE CHIEF	02/2020	2080.00	=	N	0	0	1	\$46,421	\$58,026	\$69,631	\$66,883	\$66,883	\$66,883	\$0
SEVERANCE			01/2020	2080.00		N			1	\$0	\$0	\$0	\$45,425	\$45,425	\$45,425	\$0
SILT	Building Inspector	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$36,000	\$48,000	\$60,000	\$59,405	\$59,405	\$59,405	\$0
SNOWMASS VILLAGE	BUILDING INSPECTOR II		07/2019	2080.00		N			0	\$55,244	\$63,530	\$71,817	\$0	\$0	\$0	\$0
SUMMIT COUNTY	Combination Inspector	Assistant Director of Building Inspection	07/2019	2080.00	=	N	0	0	3	\$61,597	\$76,996	\$92,395	\$67,613	\$70,956	\$69,284	\$0
THORNTON	Building Inspector III	Building Inspection Supervisor	01/2020	2080.00	=	N	0	0	2	\$60,226	\$69,862	\$79,498	\$69,354	\$70,545	\$69,950	\$0
VAIL	Building Inspector		01/2020	2080.00	=	N	0	0	1	\$56,770	\$67,558	\$78,347	\$61,755	\$61,755	\$61,755	\$0
WALSENBURG	BUILDING INSPECTOR II		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$36,940	\$48,498	\$42,719	\$0
WESTCLIFFE	Building and Zoning Official		01/2019	2080.00	=	N	0	0	1	\$43,050	\$43,050	\$43,050	\$43,050	\$43,050	\$43,050	\$43,050
WESTMINSTER	General Building Inspector	Building Inspection Supervisor	01/2020	2085.00	=	N	0	0	4	\$62,648	\$71,420	\$80,191	\$65,820	\$80,191	\$76,598	\$80,191
WHEAT RIDGE	Combination Inspector	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$55,168	\$69,014	\$82,859	\$57,926	\$57,926	\$57,926	\$0
WINTER PARK	Building Inspector	Building Official	01/2020	2080.00	=	N	0	0	1	\$55,600	\$68,150	\$80,700	\$65,104	\$65,104	\$65,104	\$0
Average										\$52,977	\$63,904	\$74,831	\$60,764	\$65,435	\$63,012	\$63,079

#### Job # B015.1 / S24.1 - BUILDING INSPECTOR III

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Combination Inspector III		01/2020	2080.00	=	N	0	0	3	\$64,836	\$76,744	\$88,653	\$78,550	\$88,653	\$87,406	\$0
COMMERCE CITY	Building Inspector III	Assistant Building Official	01/2020	2080.00	=	N	0	0	1	\$59,430	\$74,287	\$89,144	\$71,986	\$71,986	\$71,986	\$0
DENVER	Combination Inspector II		03/2020	2080.00			0	0	0	\$60,112	\$73,934	\$87,755	\$0	\$0	\$0	\$0
ERIE	BUILDING INSPECTOR III		02/2020	2080.00		N	0	0	1	\$61,342	\$73,610	\$85,879	\$73,445	\$73,445	\$73,445	\$0
GYPSUM	Building Inspector	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$77,126	\$77,126	\$77,126	\$0
LAFAYETTE	Building Inspector / Plans Examiner Sr.	Building Official	01/2020	2080.00	=	Y	0	0	2	\$63,156	\$73,945	\$84,734	\$78,936	\$84,053	\$81,494	\$81,494
LAKEWOOD	Building Inspector III		01/2020	2080.00		N			4	\$61,443	\$73,694	\$85,946	\$71,552	\$78,915	\$74,022	\$0
LONE TREE			01/2020	2080.00					1	\$64,800	\$81,000	\$97,200	\$85,590	\$0	\$0	\$0
MT. CRESTED BUTTE	Community Development Coordinator		01/2020	2080.00	=	N	0	0	1	\$35,000	\$42,500	\$50,000	\$47,360	\$47,360	\$47,360	\$0
PARKER	Senior Inspector		01/2019	2080.00		N	0	0	1	\$71,800	\$89,800	\$107,800	\$81,244	\$81,244	\$81,244	\$0
TELLURIDE	Building Inspector		03/2020	2080.00	=	N	0	0	1	\$54,312	\$60,422	\$66,532	\$70,192	\$70,192	\$70,192	\$0
Average										\$59,623	\$71,994	\$84,364	\$73,598	\$74,775	\$73,808	\$81,494

#### Job # B048 - BUILDING MAINTENANCE SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Facilities Manager	Building Official	01/2020	2080.00	=	N	0	0	1	\$41,318	\$49,597	\$57,876	\$49,150	\$49,150	\$49,150	\$49,150
AURORA	Facilities O&M Supervisor	Facilities O&M Superintendent	01/2020	2080.00	=	Y	8	8	2	\$49,426	\$62,338	\$75,251	\$70,158	\$76,291	\$73,225	\$0
AVON	FACILITIES SUPERINTENDENT	Town Engineer	01/2020	2080.00	<	N	3	1	1	\$60,929	\$74,071	\$87,213	\$66,186	\$66,186	\$66,186	\$0
BLACK HAWK	Facilities Maintenance Supervisor	PW Director	01/2020	2080.00	=	N	2	0	1	\$75,260	\$86,549	\$97,838	\$0	\$0	\$0	\$0
BRECKENRIDGE	Facilities Supervisor	Facilities Assistant Manager	01/01/20	2080.00	=	N	0	0	1	\$50,500	\$61,900	\$73,300	\$68,744	\$68,744	\$68,744	\$0
BURLINGTON	Facilities Maintenance Foreman/Curator Asst	Old Town Director	01/2020	2080.00	<	N	0	0	1	\$35,232	\$41,397	\$47,563	\$35,783	\$35,783	\$35,783	\$35,783
CANON CITY	Facilities Maintenance Foreman	Parks and Facilities Director	01/2019	2080.00	=	N	3	0	1	\$54,818	\$64,491	\$74,164	\$50,471	\$50,471	\$50,471	\$0
COMMERCE CITY	Senior Building Engineer	Fleet & Facilities Manager	01/2020	2080.00	=	N	0	0	1	\$61,850	\$77,313	\$92,776	\$77,335	\$77,335	\$77,335	\$0
CORTEZ	Building Maintenance Supervisor	General Services Director	01/2020	2080.00	=	N	3	0	1	\$49,608	\$62,005	\$74,402	\$57,408	\$57,408	\$57,408	\$0
DELTA COUNTY	Building & Grounds Supervisor		01/2020	2080.00	=	N	0	0	1	\$44,038	\$52,866	\$61,695	\$56,425	\$56,425	\$56,425	\$0
ENGLEWOOD	Facilities Maintenance Supervisor		01/2019	2080.00	=	Y	4	4	2	\$63,085	\$77,330	\$91,575	\$78,000	\$78,000	\$77,819	\$0
ERIE	Facilities Operations Supervisor	Facilities Manager	02/2020	2080.00	=	N	3	3	1	\$65,972	\$79,166	\$92,361	\$62,566	\$62,566	\$62,566	\$0
FORT LUPTON	Building & Parks Foreman	Assistant City Administrator	02/2020	2080.00	>	N	4	4	1	\$43,680	\$52,416	\$61,152	\$52,125	\$52,125	\$52,125	\$0
FRISCO	Buildings Foreman	Public Works Director	01/2020	2080.00	=	N	1	1	1	\$58,534	\$70,241	\$81,948	\$75,749	\$75,749	\$75,749	\$0
FRUITA	Building Maintenance Worker	Recreation Facility Supervisor	01/2020	2080.00	=	N	0	0	1	\$42,650	\$46,414	\$50,177	\$43,465	\$43,465	\$43,465	\$0
GLENWOOD SPRINGS	Facilities Superintendent	Parks and Recreation Director	01/2020	2080.00	=	N	0	0	1	\$64,581	\$77,456	\$90,331	\$75,000	\$75,000	\$75,000	\$0
GRAND JUNCTION	Facilities Supervisor	Internal Services Manager	01/2020	2040.00	>	Y	8	0	1	\$67,118	\$80,542	\$93,965	\$83,824	\$83,824	\$83,824	\$0
LAMAR	Building Maintenance Supervisor	Public Works Director	01/2020	2080.00	=	N	5	2	1	\$38,890	\$47,396	\$55,903	\$39,698	\$39,698	\$39,698	\$49,088
LONGMONT	Facilities Maintenance Supervisor		01/2020	2080.00	=	N	0	0	0	\$64,025	\$70,428	\$76,830	\$71,139	\$71,139	\$71,139	\$71,139
LOUISVILLE	Building Maintenance Technician III	Facilities Maintenance Manager	02/2020	2080.00	=	N	2	2	1	\$59,592	\$69,202	\$78,811	\$76,377	\$76,377	\$76,377	\$76,377
MONUMENT			01/2019	2080.00		N			0	\$43,239	\$52,081	\$60,923	\$52,685	\$52,685	\$52,685	\$0
MOUNTAIN VILLAGE	Tech-Bldg Maintenance Sr	Dir Broadband Serv	01/2020	2080.00	=	N	0	0	1	\$47,005	\$55,232	\$63,458	\$52,972	\$52,972	\$52,972	\$0

NORTHGLENN	Facilities Maintenance Foreman	Public Works Superintendent	01/2020	2080.00	=	N	2	2	1	\$61,300	\$75,125	\$88,950	\$78,977	\$78,977	\$78,977	\$0
PAGOSA SPRINGS	Maintenance Director	Town Manager	01/2020	2080.00	=	N	1	0	1	\$48,372	\$57,616	\$66,860	\$62,376	\$62,376	\$62,376	\$0
PALISADE	Public Works Foreman	Public Works Director	01/2019	2080.00	=	N	6	0	2	\$55,666	\$61,746	\$67,825	\$55,666	\$67,825	\$58,485	\$0
PUEBLO	FACILITIES MAINTENANCE SUPT	DIRECTOR/PUBLIC WORKS	01/2020	2085.00	=	Y	9	9	1	\$79,242	\$88,140	\$97,038	\$79,242	\$79,242	\$79,242	\$0
RANGELY	FACILITIES MAINTENANCE FOREMAN		01/2020	2080.00	=	N	0	0	1	\$40,800	\$45,900	\$51,000	\$40,800	\$51,000	\$45,900	\$0
SALIDA	FACILITIES MAINTENANCE FOREMAN	PARKS & REC DIRECTOR	02/2020	2080.00	=	N	0	0	1	\$45,151	\$56,439	\$67,727	\$52,977	\$52,977	\$52,977	\$0
SILVERTHORNE	Facilities Manager	Public Works Director	01/2020	2080.00	>	Y	4	3	0	\$74,128	\$86,483	\$98,838	\$74,128	\$74,128	\$74,128	\$0
STEAMBOAT SPRINGS	Facilities Maintenance Supervisor	Facilities Manager	01/2019	2080.00	=	N	2	2	1	\$60,308	\$70,862	\$81,416	\$64,200	\$64,200	\$0	\$0
SUMMIT COUNTY	Foreman	Buildings & Grounds Director	07/2019	2080.00	=	N	4	0	1	\$49,647	\$60,818	\$71,989	\$57,609	\$72,691	\$63,072	\$0
THORNTON	Building Maintenance Supervisor	Maintenance Services Manager	01/2020	2080.00	=	Y	10	10	1	\$64,441	\$74,752	\$85,062	\$85,062	\$85,062	\$85,062	\$0
VAIL	Building Maintenance Crew Leader		01/2020	2080.00		N			1	\$64,188	\$76,383	\$88,579	\$73,569	\$73,569	\$73,569	\$0
WESTMINSTER	Foreman	Facilities Supervisor	01/2020	2085.00	=	N	3	3	1	\$67,348	\$76,778	\$86,209	\$82,055	\$82,055	\$82,055	\$82,055
WHEAT RIDGE	Building Maintenance Supervisor	Parks & Recreation Director	01/2020	2080.00	=	N	1	1	1	\$46,009	\$56,340	\$66,670	\$74,315	\$74,315	\$74,315	\$0
Average										\$55,370	\$65,652	\$75,934	\$64,007	\$65,289	\$64,494	\$60,599

#### Job # B049 - BUILDING MAINTENANCE WORKER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Maintenance Technician II	Maintenance Supervisor	01/2019	2080.00	=	N	0	0	1	\$42,394	\$50,979	\$59,564	\$48,963	\$58,406	\$53,242	\$0
AURORA	Facilities Maintenance Technician	Facilities O&M Supervisor	01/2020	2080.00	=	N	0	0	2	\$30,690	\$38,708	\$46,725	\$42,352	\$42,352	\$42,352	\$0
AVON	BUILDING TECHNICIAN II	Facilities Superintendent	01/2020	2080.00	>	N	0	0	2	\$44,353	\$54,358	\$64,362	\$49,956	\$53,957	\$51,957	\$0
BASALT	Facilities Maintenance Technician	Public Works Director	01/2020	2080.00	=	N	0	0	2	\$43,021	\$51,671	\$60,321	\$56,890	\$60,321	\$58,606	\$58,606
BLACK HAWK	FACILITIES MAINTENANCE TECHNICIAN	Facilities Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$49,887	\$57,370	\$64,854	\$0	\$0	\$0	\$0
BRECKENRIDGE	Facilities Operator	Facilities Supervisor	01/01/20	2080.00	=	N	0	0	7	\$45,300	\$55,500	\$65,700	\$52,000	\$63,440	\$56,160	\$0
BRIGHTON	Facilities Maintenance Technician II		03/2020	2080.00	=	N	0	0	2	\$37,881	\$41,385	\$44,889	\$39,397	\$41,390	\$40,394	\$40,394
BROOMFIELD	Building Maintenance Technician	Facilities Superintendent	01/2020	2080.00	=	N	0	0	0	\$42,744	\$51,948	\$61,152	\$0	\$0	\$0	\$0
BURLINGTON	Facilities Maintenance	Director	01/2020	2080.00	=	N	0	0	0	\$30,625	\$36,101	\$41,576	\$0	\$0	\$0	\$0
CASTLE ROCK	MAINTENANCE WORKER II (FACILITIES)		01/2020	0.00	=	N	0	0	0	\$38,209	\$44,896	\$51,584	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	FACILITIES MAINTENANCE TECHNICIAN		01/2020	2080.00					1	\$41,278	\$48,584	\$55,890	\$53,057	\$53,057	\$53,057	\$0
COLORADO SPRINGS	Maintenance Technician II	City Facilities Administrator	02/2020	2080.00	=	N	0	0	20	\$39,853	\$47,914	\$55,976	\$39,853	\$49,566	\$44,815	\$0
COMMERCE CITY	Facilities Maintenance Technician	Senior Building Engineer	01/2020	2080.00	=	N	0	0	2	\$34,312	\$42,890	\$51,468	\$36,849	\$36,849	\$36,849	\$0
CORTEZ	Building Maintenance Tech II	Building Maintenance Supervisor	01/2020	2080.00	=	N	0	0	2	\$36,296	\$44,502	\$52,707	\$36,816	\$48,568	\$42,642	\$0
CRESTED BUTTE	Facilities Maintenance/Custodian		01/2020	2080.00	=	N	0	0	1	\$43,972	\$50,690	\$57,408	\$43,972	\$43,972	\$43,972	\$0
CRIPPLE CREEK	Building and Grounds Const. Maint. Asst.	Construction/Building Maintenance Manager	01/2020	2080.00	=	N	0	0	1	\$29,948	\$35,233	\$40,518	\$45,952	\$45,952	\$45,952	\$0
DENVER	Maintenance Technician		03/2020	2080.00	=	N	0	0	87	\$40,290	\$49,556	\$58,822	\$40,290	\$58,822	\$48,731	\$48,312
DURANGO	Senior Facilities Maintenance Technician	Facilities-Fleet Manager/Airport Fac-Airfield Maint Mgr	01/2020	2080.00	=	N	0	0	3	\$42,149	\$50,578	\$59,008	\$42,149	\$46,628	\$44,389	\$44,603
ENGLEWOOD	Facilities Maintenance Technician I		01/2019	2080.00	=	N	0	0	8	\$37,342	\$44,770	\$52,198	\$39,999	\$48,574	\$43,644	\$0
ERIE	Facilities Maintenance Specialist I	Facilities Maintenance Foreman	02/2020	2080.00	=	N	0	0	1	\$40,728	\$47,040	\$53,353	\$42,037	\$42,037	\$42,037	\$0
FLORENCE	Facilities Maintenance Technician	Public Works Director	01/2020	2080.00	=	N	0	0	7	\$28,144	\$30,386	\$32,627	\$0	\$0	\$0	\$0
FORT COLLINS	Technician I, Facilities	Supervisor, Facilities	01/2020	2080.00	=	N	0	0	1	\$42,592	\$53,240	\$63,888	\$45,760	\$45,760	\$45,760	\$57,532
FORT LUPTON	Building Maintenance Worker	Buildings Supervisor	02/2020	2080.00	=	N	0	0	1	\$33,280	\$39,936	\$46,592	\$37,502	\$37,502	\$37,502	\$0
FORT MORGAN	Building Maintenance Technician	Building Maintenance/Inventory Control Superintendent	3/2020	2080.00	=	N	0	0	1	\$28,500	\$34,200	\$39,900	\$34,484	\$34,484	\$34,484	\$0
GLENWOOD SPRINGS	Building Maintenance I-II	SWAT Maintenance Superintendent	01/2020	2080.00	=	N	0	0	5	\$30,285	\$41,101	\$51,917	\$38,509	\$47,912	\$42,779	\$0
GOLDEN	Facilities Maintenance	Facilities Manager	1/2020	2080.00	=	N	0	0	4	\$41,800	\$49,125	\$56,450	\$47,840	\$52,624	\$50,518	\$0
GRAND LAKE			01/2020	2080.00					1	\$0	\$0	\$0	\$45,211	\$45,211	\$45,211	\$45,211
GUNNISON COUNTY	SKILLED TRADESMAN	DIRECTOR OF SUSTAINABLE OPERATIONS	01/2020	2080.00	=	N	0	0	1	\$47,288	\$57,088	\$66,889	\$57,487	\$57,487	\$57,487	\$0
LAFAYETTE	Facility Maintenance Coordinator	Facilities Maintenance Supervisor	01/2020	2080.00	=	N	0	3	0	\$42,905	\$53,632	\$64,358	\$43,960	\$51,731	\$47,846	\$0
LONGMONT	Facilities Maint Tech I	Facilities Maintenance Supervisor	01/2020	2080.00	=	N	0	0	0	\$44,209	\$48,630	\$53,051	\$49,121	\$49,121	\$49,121	\$49,121
LOUISVILLE	Building Maintenance Technician	Operations Manager	02/2020	2080.00	=	N	0	0	0	\$40,248	\$46,748	\$53,248	\$0	\$0	\$0	\$0
LOVELAND	Facilities Maintenance Technician	Facilities Maintenance Superintendent	01/2020	2080.00	=	N	0	0	8	\$49,700	\$62,100	\$74,500	\$50,585	\$71,115	\$59,979	\$0
MONTROSE	Facilities Maintenance Technician	Facilities Manager	01/2020	2080.00	=	N	0	0	2	\$35,525	\$42,634	\$49,743	\$35,000	\$42,184	\$38,854	\$0
MORRISON	MAINTENANCE WORKER		01/01/20	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$48,214	\$53,560	\$48,214	\$0
MOUNTAIN VILLAGE	Building Maintenance Technician	Building Maintenance Tech Sr.	01/2020	2080.00	=	N	0	0	0	\$39,544	\$46,522	\$53,500	\$45,949	\$45,949	\$45,949	\$0
NORTHGLENN	Facilities Maintenance Technician	Facilities Maintenance Foreman	01/2020	2080.00	=	N	0	0	3	\$43,300	\$53,000	\$62,700	\$52,520	\$53,580	\$53,227	\$0
PAGOSA SPRINGS	Maintenance Tech II		01/2020	2080.00	=	N	0	0	2	\$36,204	\$42,748	\$49,291	\$40,108	\$40,108	\$40,108	\$0
PARKER	Facilities Maintenance Tech 2		01/2019	2080.00		N	0	0	4	\$39,800	\$47,700	\$55,600	\$41,974	\$47,632	\$43,934	\$0



PUEBLO	UTILITY WORKER III	FACILITIES MAINTENANCE SUPT	01/2020	2085.00	>	N	0	0	5	\$45,273	\$51,051	\$56,829	\$47,243	\$52,517	\$49,247	\$0
RANGELY	BUILDING MAINTENANCE WORKER		01/2020	2080.00	=	N	0	0	1	\$35,700	\$40,800	\$45,900	\$35,700	\$45,900	\$43,705	\$0
ROCKY FORD	BUILDING MAINTENACE TECHNICIAN	Public Works Foreman	01/2020	2080.00	=	N	0	0	1	\$24,960	\$32,240	\$39,520	\$30,388	\$30,388	\$30,388	\$0
SILVERTHORNE	Maintenance Tech I	Facilities Manager	01/2020	2080.00	=	N	0	0	3	\$40,748	\$47,533	\$54,317	\$40,748	\$45,617	\$43,518	\$0
STEAMBOAT SPRINGS	Animal Shelter Technician	Animal Shelter Supervisor	01/2019	2080.00	=	N	0	0	2	\$49,842	\$58,564	\$67,286	\$52,911	\$52,911	\$0	\$0
STERLING	Building Maintenance Worker	Division Operations Coordinator	01/2020	2080.00	=	N	0	0	2	\$38,617	\$45,896	\$53,175	\$37,492	\$40,898	\$39,196	\$0
SUMMIT COUNTY	Maintenance Technician	Maintenance Shop Foreman	07/2019	2080.00	=	N	0	0	7	\$43,172	\$52,886	\$62,599	\$42,012	\$60,758	\$49,813	\$0
TELLURIDE	Facilities Maintenance Coordinator	Public Works Director	03/2020	2080.00	=	N	0	0	1	\$50,993	\$62,466	\$73,939	\$53,802	\$53,802	\$53,802	\$0
THORNTON	Building Maintenance Specialist	Building Maintenance Supervisor	01/2020	2080.00	=	N	0	0	8	\$49,161	\$57,027	\$64,893	\$54,303	\$64,893	\$60,631	\$0
WESTMINSTER	Facilities Maintenance Technician I / II	Facilities Supervisor	01/2020	2085.00	=	N	0	0	3	\$40,593	\$50,322	\$60,050	\$50,518	\$57,156	\$54,943	\$57,156
WHEAT RIDGE	Facilities Maintenance Technician	Building Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$38,447	\$47,127	\$55,807	\$57,089	\$57,089	\$57,089	\$0
Average										\$39,832	\$47,646	\$55,461	\$44,813	\$49,576	\$46,955	\$50,117

#### Job # B016 - BUILDING PERMIT TECHNICIAN

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Permit Technician	Permit Counter Supervisor	01/2020	2080.00	=	N	0	0	4	\$32,365	\$42,883	\$53,401	\$52,075	\$56,065	\$54,444	\$0
BERTHOUD	Building and Planning Technician	Planning Director	01/2020	2080.00	=	N	0	0	2	\$40,893	\$47,274	\$53,655	\$42,972	\$46,259	\$44,615	\$0
BRECKENRIDGE	Building Permit Technician	Chief Building Official	01/01/20	2080.00	=	N	0	0	1	\$45,300	\$55,500	\$65,700	\$53,393	\$53,393	\$53,393	\$0
BRIGHTON	Permit Technician	Community Development Dir	03/2020	2080.00	=	N	0	0	5	\$43,766	\$51,862	\$59,959	\$43,766	\$47,965	\$45,838	\$0
BROOMFIELD	Permit Technician	Chief Building Official	01/2020	2080.00	=	N	0	0	2	\$44,200	\$52,728	\$61,256	\$47,632	\$48,173	\$47,902	\$0
CARBONDALE	SECRETARY/BUILDING PERMIT TECHNICIAN	COMMUNITY DEVELOPMENT DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$44,125	\$52,994	\$61,862	\$53,785	\$53,785	\$53,785	\$52,994
CHERRY HILLS VILLAGE	Community Development Clerk	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$52,017	\$61,570	\$71,124	\$55,480	\$55,480	\$55,480	\$0
COMMERCE CITY	Permit Technician I		01/2020	2080.00	=	N	0	0	4	\$40,396	\$50,495	\$60,594	\$44,500	\$48,877	\$46,958	\$0
CRESTED BUTTE	Building Permit Tech/Administrative Assistant	Building & Zoning Director	01/2020	2080.00	=	N	0	0	1	\$43,972	\$50,690	\$57,408	\$53,060	\$53,060	\$53,060	\$0
DACONO	Building Permit Technician	Community Development Coordinator	01/2020	2080.00	=	N	0	0	1	\$40,582	\$49,698	\$58,813	\$56,720	\$56,720	\$56,720	\$0
DENVER	Permit Review Technician II		03/2020	2080.00	=	N	0	0	18	\$49,067	\$60,351	\$71,635	\$51,771	\$71,635	\$61,263	\$58,600
ENGLEWOOD	Permit Technician	Chief Building Official	01/2019	2080.00	=	N	0	0	2	\$41,412	\$49,654	\$57,896	\$46,890	\$49,098	\$46,494	\$0
ERIE	Permit Technician	Chief Building Official	02/2020	2080.00	=	N	0	0	1	\$40,728	\$47,040	\$53,353	\$45,427	\$45,427	\$45,427	\$0
ESTES PARK	Building Permit Technician	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$45,531	\$53,499	\$61,467	\$53,203	\$53,203	\$53,203	\$0
FEDERAL HEIGHTS	PERMIT TECHNICIAN/SR. ADMINISTRATIVE CLERK	Community Development Director	01/2020	2080.00	>	N	0	0	1	\$43,027	\$51,276	\$59,526	\$57,013	\$57,013	\$57,013	\$0
FORT COLLINS	Technician I, Bldg Dev Review	Manager, Customer Support	01/2020	2080.00	=	N	0	0	5	\$38,847	\$48,558	\$58,270	\$49,413	\$56,192	\$52,138	\$47,974
FORT MORGAN	BUILDING PERMIT TECHNICIAN		3/2020	2080.00		N	0	0	1	\$39,700	\$49,680	\$59,660	\$43,680	\$43,680	\$43,680	\$0
FREDERICK	Building Technician	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$39,866	\$44,162	\$48,458	\$55,360	\$55,360	\$55,360	\$0
GLENDALE	Building Department Administrator	City Clerk	2/2020	2080.00	=	N	0	0	1	\$42,500	\$49,575	\$56,650	\$49,424	\$49,424	\$49,424	\$49,424
GREELEY	BLDG PERMIT TECH	Chief Building Official	01/2020	2080.00	>	N	0	0	1	\$43,505	\$51,119	\$58,732	\$51,126	\$51,126	\$51,126	\$0
GUNNISON COUNTY	ADMIN ASSISTANT III/BUILDING PERMIT TECHNICIAN	COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$40,086	\$48,393	\$56,701	\$52,653	\$52,653	\$52,653	\$0
LAFAYETTE			01/2020	2080.00			0	0	0	\$40,026	\$50,032	\$60,038	\$0	\$0	\$0	\$0
LAKEWOOD	Permit Technician		01/2020	2080.00	=	N	0	0	2	\$46,176	\$55,401	\$64,626	\$54,600	\$58,739	\$56,670	\$0
LONGMONT	Building Permit Technician	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$46,613	\$51,274	\$55,936	\$49,795	\$49,795	\$49,795	\$49,795
LOUISVILLE	Building Permit Technician	Chief Building Official	02/2020	2080.00	=	N	0	0	0	\$43,534	\$50,554	\$57,574	\$0	\$0	\$0	\$0
LOVELAND	Permit Technician I	Senior Permit Technician	01/2020	2080.00	=	N	0	0	1	\$36,300	\$44,500	\$52,700	\$41,891	\$41,891	\$41,891	\$0
MONTROSE	Building Services Technician	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$40,935	\$48,148	\$55,361	\$41,605	\$45,210	\$43,072	\$0
MONUMENT			01/2019	2080.00		N			0	\$40,000	\$46,927	\$53,854	\$48,653	\$48,653	\$48,653	\$0
MOUNTAIN VILLAGE	Admin Asst-Plan & Devel	Dir Planning & Development Services		2080.00	=	N	0	0	1	\$37,639	\$44,226	\$50,813	\$55,586	\$55,586	\$55,586	\$0
PAGOSA SPRINGS	Permit Tech/Residential Plan Examiner		01/2020	2080.00	<	N	0	0	1	\$37,154	\$43,903	\$50,652	\$37,654	\$37,654	\$37,654	\$0
SHERIDAN	Permit Tech/Admin Asst	City Clerk	01/2020	2080.00	=	N	0	0	1	\$37,700	\$46,190	\$54,680	\$44,411	\$44,411	\$44,411	\$0
SILVERTHORNE	Permit Technician	Assistant Town Manager	01/2020	2080.00	=	N	0	0	1	\$49,166	\$57,357	\$65,548	\$51,114	\$51,114	\$51,114	\$0
SNOWMASS VILLAGE	BUILDING PERMIT TECHNICIAN		07/2019	2080.00		N			0	\$51,912	\$59,699	\$67,486	\$61,068	\$61,068	\$61,068	\$0
SUMMIT COUNTY	Permit Technician	Building Inspection Director	07/2019	2080.00	=	N	0	0	1	\$41,246	\$50,526	\$59,807	\$45,890	\$45,890	\$45,890	\$0
TELLURIDE	Building Permit Tech		03/2020	2080.00		N	0	0	1	\$47,435	\$58,108	\$68,781	\$66,250	\$66,250	\$66,250	\$0
THORNTON	Permit Technician II	Plans Examining Supervisor	01/2020	2080.00	=	N	0	0	1	\$45,945	\$53,296	\$60,647	\$57,733	\$57,733	\$57,733	\$0
TIMNATH	BUILDING PERMIT TECHNICIAN	TOWN CLERK	01/2020	2080.00	=	N	0	0	0	\$41,700	\$50,000	\$58,300	\$0	\$0	\$0	\$0
WESTMINSTER	Building Permit Technician	Building Plans Analyst	01/2020	2085.00	=	N	0	0	3	\$46,901	\$53,476	\$60,050	\$54,402	\$60,050	\$58,167	\$60,050
WHEAT RIDGE	Permit Technician	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$38,447	\$47,127	\$55,807	\$50,777	\$50,777	\$50,777	\$0
WINDSOR	Permit Technician	Town Clerk/Customer Service Administrator	02/2020	2080.00	=	N	0	0	1	\$45,000	\$54,000	\$63,000	\$50,988	\$50,988	\$50,988	\$0
WINTER PARK	Planning & Building Technician	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$40,000	\$50,125	\$60,250	\$40,269	\$40,269	\$40,269	\$0
WOODLAND PARK	PERMIT TECHNICIAN	PLANNING DIRECTOR	01/2020	1040.00	=	N	0	0	1	\$42,874	\$50,426	\$57,977	\$21,437	\$21,437	\$21,437	\$0

											Average	\$42,585	\$50,817	\$59,048	\$49,576	\$51,080	\$50,292	\$53,139
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**Job # P03 - BUILDING SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Program/Facility Supervisor	Recreation Facility Coordinator	01/2020	2080.00	=	N	0	0	0	\$56,784	\$68,952	\$81,120	\$0	\$0	\$0	\$0
CORTEZ	Senior Parks Worker/Facility Maintenance & Building Maintenance	Director of Parks & Building Maintenance Supervisor	01/2020	2080.00	=	N	3	0	1	\$39,104	\$48,859	\$58,614	\$44,533	\$44,533	\$44,533	\$0
LONGMONT	Supervisor, Building/Facility/Field	Recreation Center Manager	01/2020	2080.00	=	N	0	0	44	\$36,005	\$39,604	\$43,202	\$39,998	\$39,998	\$39,998	\$39,998
LOVELAND	Building Supervisor	Facility Coordinator	01/2020	2080.00	=	N	0	0	2	\$41,300	\$50,600	\$59,900	\$43,680	\$49,358	\$47,340	\$0
Average										\$43,298	\$52,004	\$60,709	\$42,737	\$44,630	\$43,957	\$39,998

**Job # B100 - BUS OPERATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AVON	TRANSIT OPERATOR	Transit Operations Supervisor	01/2020	2080.00	=	N	0	2	5	\$41,237	\$49,176	\$57,114	\$45,683	\$57,114	\$51,526	\$0
BERTHOUD	Transit Supervisor	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$37,463	\$43,309	\$49,155	\$49,150	\$49,150	\$49,150	\$0
BRECKENRIDGE	Senior Transit Operator	Transit Supervisor	01/01/20	2080.00	>	N	0	0	23	\$41,700	\$50,245	\$58,790	\$43,576	\$58,781	\$47,507	\$0
BROOMFIELD	Driver II	Program Coordinator	01/2020	2080.00	=	N	0	0	1	\$34,320	\$41,704	\$49,088	\$40,830	\$40,830	\$40,830	\$0
BURLINGTON	Bus Driver	City Clerk	01/2020	2080.00	=	N	0	0	1	\$27,394	\$32,188	\$36,982	\$27,668	\$27,668	\$27,668	\$27,668
CRIPPLE CREEK	Shuttle Bus Driver	Transportation Manager	01/2020	2080.00	=	N	0	0	1	\$22,348	\$27,842	\$33,335	\$31,936	\$31,936	\$31,936	\$0
DENVER	Transportation Worker		03/2020	2080.00	=	N	0	0	0	\$30,846	\$37,939	\$45,032	\$0	\$0	\$0	\$0
FORT COLLINS	Operator I, Transit	Supervisor, Transit	01/2020	2080.00	=	N	0	0	92	\$38,720	\$48,400	\$58,080	\$41,912	\$53,766	\$47,422	\$46,051
GREELEY	BUS DRIVER	Route Supervisor	01/2020	2080.00	=	N	0	0	16	\$37,341	\$49,821	\$62,301	\$40,768	\$47,320	\$43,134	\$0
LAKEWOOD	Bus Driver		01/2020	2080.00	=	N	0	0	3	\$37,398	\$43,930	\$50,461	\$41,850	\$42,515	\$42,106	\$0
LOVELAND	Bus Driver	Transit Operations Supervisor	01/2020	2080.00	=	N	0	0	6	\$36,300	\$44,500	\$52,700	\$36,316	\$51,812	\$44,876	\$0
MOUNTAIN VILLAGE	Gondola Operator/ Driver	Manager Transit Operations	01/2020	2080.00	=	N	0	0	16	\$34,097	\$40,065	\$46,033	\$34,440	\$34,440	\$34,440	\$0
SNOWMASS VILLAGE	BUS/SHUTTLE DRIVER		07/2019	2080.00		N			0	\$42,905	\$49,341	\$55,777	\$53,000	\$53,000	\$53,000	\$0
STEAMBOAT SPRINGS	Bus Driver	Transit Operations Supervisor	01/2019	2080.00	=	N	0	0	22	\$37,447	\$44,000	\$50,553	\$37,447	\$50,553	\$0	\$0
SUMMIT COUNTY	Bus Driver	Dispatch Supervisor	01/2020	2080.00	=	N	0	0	53	\$40,144	\$49,176	\$58,209	\$40,144	\$58,209	\$43,492	\$42,182
VAIL	Bus Driver		01/2020	2080.00	=	N	0	0	31	\$45,686	\$54,363	\$63,041	\$46,134	\$61,131	\$52,088	\$0
Average										\$36,584	\$44,125	\$51,666	\$40,724	\$47,882	\$43,513	\$38,634

**Job # B140 - BUSINESS ANALYST**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Business Analyst	Director of Quality	01/2019	2080.00	=	N	0	0	0	\$47,096	\$56,633	\$66,170	\$0	\$0	\$0	\$0
BROOMFIELD	IT Business Analyst	IT Operations Manager	01/2020	2080.00	=	Y	0	0	1	\$56,056	\$68,692	\$81,328	\$78,416	\$78,416	\$78,416	\$0
ERIE	Management Analyst	Director Parks and Recreation	02/2020	2080.00	>	Y	0	0	1	\$76,239	\$91,486	\$106,734	\$84,000	\$84,000	\$84,000	\$0
LAKEWOOD	Bus Relationship Mgr/Analyst		01/2020	2080.00	=	Y	0	0	1	\$74,277	\$89,118	\$103,958	\$89,627	\$89,627	\$89,627	\$0
LONGMONT	Business Analyst	PWNR Business Strategic Plan/Mngr	01/2020	2080.00	=	Y	0	0	1	\$69,547	\$76,502	\$83,456	\$78,045	\$78,045	\$78,045	\$78,045
LOVELAND	Business Analyst	Chief Information Officer	01/2019	2080.00	=	N	0	0	4	\$59,500	\$75,800	\$92,100	\$79,996	\$91,561	\$83,600	\$0
THORNTON	Business Systems Analyst II	Applications Services Manager	01/2020	2080.00	=	Y	0	0	1	\$76,317	\$88,528	\$100,738	\$90,305	\$90,305	\$90,305	\$0
WINDSOR	Bussiness Analyst	IT Manager	02/2020	2080.00	=	N	0	0	1	\$51,400	\$63,000	\$74,600	\$60,987	\$60,987	\$60,987	\$0
Average										\$63,804	\$76,220	\$88,636	\$80,197	\$81,849	\$80,711	\$78,045

**Job # B033.5 - BUSINESS ANALYST, SENIOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Director of Quality	Assistant City Manager	01/2019	2080.00	=	N	0	0	0	\$79,688	\$95,825	\$111,962	\$102,315	\$102,315	\$102,315	\$0
BROOMFIELD	IT Senior Business Analyst	Director of Information Technologies	01/2020	2080.00	=	Y	0	0	1	\$76,752	\$95,316	\$113,880	\$91,998	\$91,998	\$91,998	\$0
COLORADO SPRINGS	BUSINESS ANALYST, SENIOR		01/2020	2080.00					4	\$82,015	\$98,605	\$115,195	\$93,485	\$98,427	\$95,961	\$0
LOVELAND	Business Analyst Group Lead		01/2020	2080.00	=	N	0	0	1	\$77,300	\$98,600	\$119,900	\$100,942	\$100,942	\$100,942	\$0
Average										\$78,939	\$97,086	\$115,234	\$97,185	\$98,420	\$97,804	?

**Job # B034 - BUYER/PURCHASING AGENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Procurement Agent	Manager of Purchasing and	01/2020	2080.00	=	Y	0	0	2	\$43,076	\$57,076	\$71,076	\$73,222	\$73,992	\$73,607	\$0

		Contracts														
COLORADO SPRINGS	Senior Analyst (Purchasing)	Purchasing & Contracts Manager	02/2020	2080.00	=	Y	0	0	1	\$53,304	\$64,086	\$74,869	\$57,692	\$57,692	\$57,692	\$0
CORTEZ	General Services Buyer	Director of General Services	01/2020	2080.00	=	N	0	0	1	\$39,104	\$48,859	\$58,614	\$44,574	\$44,574	\$44,574	\$0
DENVER	Buyer Associate		03/2020	2080.00	=	Y	0	0	6	\$54,661	\$71,060	\$87,458	\$57,631	\$71,308	\$63,843	\$63,494
ESTES PARK	Materials Management Specialist	Line Superintendent	01/2020	2080.00	=	N	0	0	1	\$52,425	\$61,599	\$70,773	\$66,757	\$66,757	\$66,757	\$0
FORT COLLINS	Buyer I	Director, Purchasing	01/2020	2080.00	=	Y	0	0	1	\$48,815	\$65,087	\$81,359	\$55,890	\$55,890	\$55,890	\$53,432
GUNNISON	Parts Manager	Fleet Manager	01/2020	2080.00	=	N	0	0	1	\$48,500	\$57,000	\$65,500	\$59,833	\$59,833	\$59,833	\$0
LA JUNTA	Director of Purchasing and Stores		01/2020	2080.00		Y			1	\$44,751	\$49,583	\$54,416	\$46,343	\$46,343	\$46,343	\$0
LAKEWOOD	Buyer II	Purchasing/Mailroom Supervisor	01/2020	2080.00	=	N	0	0	2	\$61,443	\$73,694	\$85,946	\$72,509	\$76,253	\$74,381	\$0
LONGMONT	Buyer II	Contracts & Purchasing Manager	01/2020	2080.00	=	N	0	0	0	\$60,194	\$66,213	\$72,232	\$66,882	\$66,882	\$66,882	\$66,882
LOVELAND	Purchasing Agent / Fleet Buyer	Fleet Manager	01/2020	2080.00	=	N	0	0	2	\$49,700	\$62,100	\$74,500	\$58,198	\$66,144	\$62,171	\$0
PUEBLO	PURCHASING/CONTRACT ADMIN	DIRECTOR/PURCHASING	01/2020	2085.00	=	Y	1	1	1	\$56,215	\$62,436	\$68,656	\$66,484	\$66,484	\$66,484	\$0
THORNTON	Buyer II	Purchasing Manager	01/2020	2080.00	=	Y	0	0	1	\$62,295	\$72,262	\$82,230	\$82,230	\$82,230	\$82,230	\$0
TRINIDAD	Purchasing Agent	Finance Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$48,090	\$48,090	\$48,090	\$0
VAIL	Fleet Purchasing/Admin Spec		01/2019	2080.00		N			1	\$55,931	\$66,560	\$77,189	\$61,838	\$61,838	\$61,838	\$0
WHEAT RIDGE	Purchasing Agent	Administrative Services Director	01/2020	2080.00	=	N	0	0	1	\$64,647	\$80,835	\$97,023	\$68,983	\$68,983	\$68,983	\$0
Average										\$53,004	\$63,897	\$74,789	\$61,697	\$63,331	\$62,475	\$61,269

#### Job # B012 - CAPITAL IMPROVEMENT PROJECT MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Project Manager II	Assistant City Manager/Asset	01/2019	2080.00	=	Y	0	0	2	\$68,057	\$81,838	\$95,620	\$85,009	\$95,638	\$87,666	\$0
AURORA	Public Works Capital Projects Manager	Manager of Public Works Operations	01/2020	2080.00	=	Y	120	5	1	\$57,335	\$75,968	\$94,602	\$94,890	\$94,890	\$94,890	\$0
AVON	PROJECT ENGINEER	Town Engineer	01/2020	2080.00	>	Y	0	1	1	\$72,126	\$88,426	\$104,726	\$95,598	\$84,350	\$84,350	\$0
BRIGHTON	Facility Project Manager		03/2020	2080.00	=	N	0	0	1	\$70,643	\$83,712	\$96,781	\$72,762	\$72,762	\$72,762	\$0
BROOMFIELD	CIP Project Manager	City and County Engineer	01/2020	2080.00	=	Y	0	0	5	\$86,008	\$103,636	\$121,264	\$93,454	\$114,442	\$103,948	\$0
CASTLE ROCK	PROJECT MANAGER-CIP		01/2020	2080.00	=	Y	0	0	6	\$79,789	\$95,453	\$111,117	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Engineering Programs Manager	City Engineer	02/2020	2080.00	=	Y	0	0	4	\$101,196	\$121,666	\$142,137	\$117,432	\$121,484	\$119,581	\$0
DENVER	Project Manager II		03/2020	2080.00	=	Y	0	0	39	\$99,649	\$129,544	\$159,438	\$96,454	\$169,812	\$112,935	\$111,042
ENGLEWOOD	Deputy Public Works Director	Director of Public Works	01/2019	2080.00	=	Y	0	0	1	\$98,087	\$122,609	\$147,130	\$108,512	\$108,512	\$108,512	\$0
ESTES PARK	Project Manager	Utilities Director	01/2020	2080.00	=	Y	0	0	1	\$63,510	\$77,800	\$92,089	\$79,552	\$79,552	\$79,552	\$0
FORT COLLINS	Sr Facilities Project Manager	Director, Facilities and Fleet	01/2020	2080.00	=	Y	0	0	3	\$63,036	\$84,048	\$105,060	\$84,460	\$95,254	\$88,470	\$91,834
FRUITA	Construction Project Manager	City Engineer	01/2020	2080.00	=	Y	0	0	1	\$62,577	\$68,098	\$73,620	\$66,156	\$66,156	\$66,156	\$0
LAKEWOOD	Construction Coordinator		01/2020	2080.00	=	Y	7	7	1	\$89,835	\$108,056	\$126,277	\$115,918	\$115,918	\$115,918	\$0
LOVELAND	Capital Projects Manager		01/2020	2080.00	=	Y	0	0	1	\$80,200	\$104,300	\$128,400	\$98,904	\$98,904	\$98,904	\$0
MANITOU SPRINGS	Hazard Mitigation & Resiliency Project Manager	Hazard Mitigation & Resiliency Director	01/2020	2080.00	=	N	0	0	0	\$60,055	\$72,066	\$84,076	\$66,060	\$78,071	\$0	\$72,066
SUMMIT COUNTY			07/2019	2080.00	=	N			1	\$71,580	\$89,475	\$107,370	\$100,297	\$100,297	\$100,297	\$0
THORNTON	Deputy Community Service Director	Community Services Director	01/2020	2080.00	=	Y	3	3	1	\$107,038	\$124,164	\$141,290	\$132,129	\$132,129	\$132,129	\$0
TRINIDAD	Project Manager	City Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$54,975	\$54,975	\$54,975	\$0
VAIL	Senior Project Manager		01/2020	2080.00	=	Y	0	0	1	\$80,394	\$100,493	\$120,592	\$104,487	\$104,487	\$104,487	\$0
WESTMINSTER	Senior Projects Engineer	Utilities Planning and Engineering Manager	01/2020	2085.00	=	Y	0	0	2	\$111,510	\$125,448	\$139,387	\$126,528	\$139,387	\$132,958	\$132,958
Average										\$80,138	\$97,726	\$115,315	\$94,399	\$101,422	\$97,694	\$101,975

#### Job # B050 - CARPENTER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Facilities Structural Specialist	Facilities O&M Supervisor	01/2020	2080.00	=	N	0	0	1	\$37,134	\$46,836	\$56,537	\$62,225	\$62,225	\$62,225	\$0
BURLINGTON	Carpenter	Public Works Supervisor	01/2020	2080.00	=	N	0	0	0	\$32,015	\$41,832	\$51,649	\$0	\$0	\$0	\$0
DENVER	Carpenter		03/2020	2080.00	=	N	0	0	17	\$44,034	\$54,164	\$64,293	\$50,419	\$64,293	\$56,930	\$54,933
PUEBLO	CARPENTER	BLDG/GROUNDS MAINT SUPT	01/2020	2085.00	>	N	0	0	2	\$46,591	\$52,566	\$58,542	\$50,220	\$58,542	\$54,381	\$0
VAIL	Carpenter		01/2020	2080.00	=	N	0	0	1	\$56,770	\$67,558	\$78,347	\$64,771	\$64,771	\$64,771	\$0
WESTMINSTER	Carpenter	Facilities Supervisor	01/2020	2085.00	=	N	0	0	1	\$58,277	\$66,436	\$74,594	\$72,780	\$72,780	\$72,780	\$72,780
Average										\$45,804	\$54,899	\$63,994	\$60,083	\$64,522	\$62,217	\$63,856

#### Job # B119 - CHEMIST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Senior Water Quality Analyst	Lab Supervisor	01/2020	2080.00	=	Y	0	0	1	\$61,360	\$73,580	\$85,800	\$76,502	\$76,502	\$76,502	\$0
DENVER	Chemist		03/2020	2080.00	=	Y	0	0	3	\$73,157	\$95,104	\$117,051	\$83,053	\$115,164	\$94,026	\$83,861
ENGLEWOOD	Analytical Chemist	Chief Chemist	01/2019	2080.00	=	N	0	0	4	\$57,896	\$70,869	\$83,842	\$64,562	\$72,800	\$69,956	\$0
FORT COLLINS	Chemist	Varies	01/2020	2080.00	=	Y	0	0	13	\$59,119	\$78,826	\$98,532	\$63,682	\$85,984	\$78,354	\$78,467
GOLDEN	Analytical Chemist	Laboratory Supervisor	1/2020	2080.00	=	Y	0	0	1	\$56,700	\$69,400	\$82,100	\$59,200	\$59,200	\$59,200	\$0

GRAND JUNCTION	Chemist	Environmental Lab Manager	01/2020	2080.00	=	Y	0	0	3	\$57,825	\$69,390	\$80,955	\$70,470	\$70,470	\$70,470	\$0
LONGMONT	Water Quality Analyst	Water Quality Lab Supervisor	01/2020	2080.00	=	N	0	0	2	\$65,266	\$74,164	\$83,061	\$73,239	\$73,239	\$73,239	\$73,239
NORTHGLENN	Lab Analyst	Lab Supervisor	01/2020	2080.00	=	N	0	0	0	\$61,300	\$75,125	\$88,950	\$64,084	\$78,978	\$71,531	\$0
PUEBLO	LAB ANALYST II / III	WWTP LABORATORY SUPERVISOR	01/2020	2085.00	=	N	0	0	2	\$50,590	\$60,726	\$70,862	\$63,653	\$67,740	\$65,696	\$0
WESTMINSTER	Chemist	Water Quality Adminstrator	01/2020	2085.00	=	N	0	0	5	\$67,348	\$76,778	\$86,209	\$70,756	\$86,209	\$78,260	\$78,082
Average										\$61,056	\$74,396	\$87,736	\$68,920	\$78,629	\$73,723	\$78,412

#### Job # M10 - CHIEF BUILDING OFFICIAL

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	BUILDING OFFICIAL	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	Y	0	0	1	\$57,266	\$70,152	\$83,039	\$61,799	\$61,799	\$61,799	\$61,799
ASPEN	Chief Building Official	Community	01/2019	2080.00	=	Y	5	5	1	\$83,991	\$101,000	\$118,008	\$108,596	\$108,596	\$108,596	\$0
AURORA	Chief Building Official	Director of Public Works	01/2020	2080.00	=	Y	45	3	1	\$70,988	\$94,060	\$117,131	\$125,473	\$125,473	\$125,473	\$0
AVON	BUILDING OFFICIAL	Planning Director	01/2020	2080.00	=	Y	0	1	1	\$77,431	\$96,299	\$115,167	\$92,921	\$92,921	\$92,921	\$0
BASALT	Chief Building Official	Town Manager/Planning Director	01/2020	2080.00	=	N	0	0	1	\$76,124	\$93,130	\$110,137	\$96,330	\$96,330	\$96,330	\$96,330
BENNETT	Chief Building Official	Community Development Manager	01/2020	2080.00	=	N	0	0	1	\$76,000	\$93,000	\$110,000	\$76,000	\$110,000	\$93,000	\$93,000
BRECKENRIDGE	Community Development/Building Chief Building Official	Director of Community Development	01/01/20	2080.00	=	Y	4	4	1	\$77,000	\$96,200	\$115,400	\$93,262	\$93,262	\$93,262	\$0
BRIGHTON	Chief Building Official		03/2020	2080.00	=	Y	0	0	1	\$93,107	\$110,332	\$127,557	\$127,557	\$127,557	\$127,557	\$0
BROOMFIELD	Chief Building Official	Director of Comm Dev	01/2020	2080.00	=	N	10	10	1	\$90,688	\$107,952	\$125,216	\$110,698	\$110,698	\$110,698	\$0
CARBONDALE	BUILDING OFFICIAL	TOWN MANAGER	01/2020	2080.00	=	N	1	0	1	\$71,812	\$89,764	\$107,717	\$98,796	\$98,796	\$98,796	\$89,764
CASTLE ROCK	CHIEF BUILDING OFFICIAL		01/2020	2080.00	=	Y	0	0	1	\$83,741	\$100,474	\$117,208	\$0	\$0	\$0	\$0
COMMERCE CITY	Codes & Inspection Manager/CBO	Director of Community Development	01/2020	2080.00	=	Y	0	0	1	\$79,056	\$106,726	\$134,396	\$115,151	\$115,151	\$115,151	\$0
CRESTED BUTTE	Building & Zoning Director	Town Manager	01/2020	2080.00	=	Y	3	0	1	\$70,116	\$81,286	\$92,457	\$0	\$0	\$0	\$0
ENGLEWOOD	Chief Building Official	Director of Community Development	01/2019	2080.00	=	Y	0	0	1	\$86,386	\$107,957	\$129,528	\$105,014	\$105,014	\$105,014	\$0
ERIE	Chief Building Official	Community Development Director	02/2020	2080.00	=	Y	5	5	1	\$81,957	\$90,152	\$98,348	\$93,441	\$93,441	\$93,441	\$0
ESTES PARK	Chief Building Official	Community Development Director	01/2020	2080.00	=	Y	3	3	1	\$76,457	\$93,661	\$110,864	\$107,232	\$107,232	\$107,232	\$0
FORT COLLINS	Sr Manager, Bldg & Dev Review	Deputy Director, PDT	01/2020	2080.00	=	Y	0	0	2	\$80,572	\$107,429	\$134,286	\$98,000	\$106,090	\$102,045	\$101,120
FORT MORGAN	CHIEF BUILDING OFFICIAL		3/2020	2080.00	=	N	0	0	1	\$60,800	\$76,050	\$91,300	\$78,135	\$78,135	\$78,135	\$0
FREDERICK	Chief Building Official	Engineering Director	01/2020	2080.00	<	Y	0	1	1	\$86,400	\$105,408	\$124,416	\$101,000	\$101,000	\$101,000	\$0
FRISCO	Building Official	Community Development Director	01/2020	2080.00	=	Y	1	1	1	\$75,571	\$94,464	\$113,357	\$90,997	\$90,997	\$90,997	\$0
GLENWOOD SPRINGS	Building Official	Community Development Director	01/2020	2080.00	=	Y	0	0	1	\$77,868	\$95,337	\$112,806	\$90,334	\$90,334	\$90,334	\$0
GOLDEN	Chief Building Official	Deputy Public Works Director	1/2020	2080.00	=	Y	1	1	1	\$90,800	\$113,500	\$136,200	\$94,889	\$94,889	\$94,889	\$0
GREELEY	CHIEF BUILDING OFFICIAL	Community Development Director	01/2020	2080.00	=	Y	0	8	1	\$83,546	\$102,344	\$121,141	\$102,336	\$102,336	\$102,336	\$0
GREENWOOD VILLAGE	Chief Building Official	Community Development Director	01/2020	2080.00	=	Y	3	4	1	\$90,694	\$110,472	\$130,251	\$90,688	\$90,688	\$90,688	\$0
GUNNISON	Building Official	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$78,000	\$91,600	\$105,200	\$105,200	\$105,200	\$105,200	\$0
GYPSUM	CHIEF BUILDING OFFICIAL		01/2020	2080.00	=	N	2	0	1	\$0	\$0	\$0	\$96,616	\$96,616	\$96,616	\$0
LAFAYETTE	Building Official	Planning & Building Director	01/2020	2080.00	=	Y	3	3	1	\$82,752	\$103,440	\$124,127	\$112,070	\$112,070	\$112,070	\$112,070
LAKEWOOD	Building Official		01/2020	2080.00	=	Y	10	10	1	\$98,862	\$118,862	\$138,861	\$120,994	\$120,994	\$120,994	\$0
LONE TREE	Chief Building Official	Community Development Director	01/2020	2080.00	=	Y	2	2	1	\$80,800	\$101,000	\$121,200	\$0	\$101,900	\$0	\$0
LONGMONT	Chief Building Official	Director of Economic Development	01/2020	2080.00	=	Y	10	10	1	\$96,059	\$105,665	\$115,271	\$107,804	\$107,804	\$107,804	\$107,804
LOUISVILLE	Chief Building Official	Planning & Building Safety Director	02/2020	2080.00	=	Y	5	5	1	\$88,212	\$102,429	\$116,646	\$116,646	\$116,646	\$116,646	\$0
LOVELAND	Chief Building Official	Director of Development Services	01/2020	2080.00	=	Y	0	5	1	\$82,700	\$107,500	\$132,300	\$105,955	\$105,955	\$105,955	\$0
MONTROSE	Chief Building Official	Assistant City Manager	01/2020	2080.00	<	Y	2	2	1	\$73,937	\$88,802	\$103,668	\$74,655	\$87,348	\$80,643	\$0
MOUNTAIN VILLAGE	Building Official	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$71,523	\$84,042	\$96,560	\$75,946	\$75,946	\$75,946	\$0
PAGOSA SPRINGS	Building/Fire Code Official		01/2020	2080.00	=	N	0	0	1	\$70,924	\$85,464	\$100,005	\$72,924	\$72,924	\$72,924	\$0
PARKER	Chief Building Official		01/2019	2080.00	=	N	0	0	1	\$81,200	\$105,600	\$130,000	\$113,566	\$113,566	\$113,566	\$0
SILVERTHORNE	Building Official	Assistant Town Manager	01/2020	2080.00	<	Y	0	0	0	\$80,235	\$93,607	\$106,979	\$0	\$0	\$0	\$0
SNOWMASS VILLAGE	CHIEF BUILDING OFFICIAL		07/2019	2080.00		N			0	\$80,731	\$96,879	\$113,027	\$113,027	\$113,027	\$113,027	\$0
SUMMIT COUNTY	Building Inspection Manager	Assistant County Manager - Facilities & Transportation	07/2019	2080.00	=	Y	0	0	1	\$78,886	\$102,552	\$126,218	\$117,282	\$117,282	\$117,282	\$0
TELLURIDE	Building Official		03/2020	2080.00		Y	0	0	1	\$79,714	\$97,650	\$115,585	\$104,134	\$104,134	\$104,134	\$0
THORNTON	Chief Building Official	Development Director	01/2020	2080.00	=	Y	20	3	1	\$96,708	\$112,181	\$127,654	\$127,654	\$127,654	\$127,654	\$0
TRINIDAD	Building Inspector	Planning Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$59,194	\$59,194	\$59,194	\$0
VAIL	Chief Building Official		01/2020	2080.00	=	Y	0	0	1	\$80,394	\$100,493	\$120,592	\$95,000	\$95,000	\$95,000	\$0
WESTMINSTER	Chief Building Official	Community Development Director	01/2020	2085.00	=	Y	0	5	1	\$106,835	\$120,190	\$133,544	\$133,544	\$133,544	\$133,544	\$133,544
WHEAT RIDGE	Chief Building Official	Community Development Director	01/2020	2080.00	=	Y	3	3	1	\$79,983	\$100,006	\$120,028	\$101,724	\$101,724	\$101,724	\$0
WINTER PARK	Building Official	Community Development Director	01/2020	2080.00	=	Y	2	2	1	\$79,600	\$99,500	\$119,400	\$102,107	\$102,107	\$102,107	\$0

Average										\$81,055	\$98,968	\$116,882	\$100,350	\$101,660	\$100,993	\$99,429
Job # B111 - CHIEF PLANT OPERATOR																
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Chief Plant Operator	Water Treatment Manager	01/2020	2080.00	=	N	0	0	4	\$67,256	\$79,610	\$91,963	\$67,257	\$91,963	\$89,343	\$0
AURORA	Chief Treatment Plant Operator	Water Treatment Plant Supervisor	01/2020	2080.00	=	N	0	0	3	\$49,426	\$62,338	\$75,251	\$74,496	\$74,536	\$74,509	\$0
BROOMFIELD	Chief Plant Operator	Superintendent	01/2020	2080.00	=	N	0	0	3	\$64,376	\$77,168	\$89,960	\$82,950	\$89,960	\$86,455	\$0
CANON CITY	Chief Plant Operator		01/2019	2080.00	=	N	0	0	1	\$54,818	\$64,491	\$74,164	\$56,463	\$56,463	\$56,463	\$0
CRESTED BUTTE	Water/Wastewater Plant & System Manager	Public Works Director	01/2020	2080.00	<	N	0	0	2	\$70,116	\$81,286	\$92,457	\$70,116	\$79,976	\$75,046	\$0
DELTA	Chief Wastewater Treatment Plant Operator	Utilities Director	01/2020	2080.00	=	N	2	0	1	\$62,646	\$72,816	\$82,986	\$71,859	\$71,859	\$71,859	\$0
DILLON	Utilities Superintendent	Assistant Public Works Director	01/2020	2080.00	=	N	2	2	1	\$75,526	\$90,631	\$105,736	\$85,400	\$85,400	\$85,400	\$0
ENGLEWOOD	Operations Supervisor	WWTP Operations Manager	01/2019	2080.00	=	Y	0	0	4	\$63,085	\$77,330	\$91,575	\$74,375	\$79,356	\$77,599	\$0
ERIE	Chief Plant Operator	Water/Wastewater Division Manager	02/2020	2080.00	=	N	3	3	2	\$65,972	\$79,166	\$92,361	\$71,855	\$71,855	\$71,855	\$0
GRANBY	CHIEF PLANT OPERATOR	TOWN MANAGER	01/2020	2080.00	<	N	4	3	2	\$52,823	\$62,180	\$71,536	\$52,940	\$69,954	\$61,447	\$0
LA JUNTA	Chief Operator WWTP		01/2020	2080.00		N			1	\$51,824	\$57,406	\$62,989	\$58,237	\$58,237	\$58,237	\$0
LOUISVILLE	Chief Plant Operator	Plant Manager/Superintendent	02/2020	2080.00	=	N	0	0	2	\$61,963	\$71,958	\$81,952	\$76,564	\$81,952	\$79,258	\$0
MANCOS	PLANT OPERATOR	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$59,225	\$59,225	\$59,225	\$0
MONTROSE	Utilities Operator & WWTP Operator	WWTP Superintendent	01/2020	2080.00	=	N	0	0	1	\$46,047	\$54,689	\$63,331	\$44,090	\$52,658	\$50,402	\$0
MONUMENT			01/2019	2080.00		N			0	\$49,894	\$58,197	\$66,500	\$62,100	\$62,100	\$62,100	\$0
MOUNTAIN VILLAGE	Manager Rural Systems	Director Public Works	01/2020	2080.00	=	N	0	0	1	\$61,674	\$72,468	\$83,263	\$76,655	\$76,655	\$76,655	\$0
SILVERTHORNE	Chief Plant Operator	Operations Superintendent	01/2020	2080.00	>	Y	5	5	1	\$67,383	\$78,613	\$89,843	\$69,746	\$69,746	\$69,746	\$0
SUMMIT COUNTY	Chief Plant Operator	Utility Director	07/2019	2080.00	=	Y	0	0	1	\$63,128	\$78,910	\$94,693	\$95,621	\$95,621	\$95,621	\$0
WOODLAND PARK	CHIEF PLANT OPERATOR - WATER / CHIEF PLANT OPERATOR - WASTEWATER	UTILITIES DIRECTOR	01/2020	2080.00	=	N	0	0	2	\$67,721	\$81,240	\$94,760	\$70,767	\$90,887	\$80,827	\$0
Average										\$60,871	\$72,250	\$83,629	\$69,511	\$74,653	\$72,739	?

#### Job # P04 - CHILD CARE PROVIDER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Child Sitting Provider	Recreation Coordinator	01/2020	2080.00	=	N	0	0	0	\$25,376	\$28,392	\$31,408	\$0	\$0	\$0	\$0
CORTEZ	Child Care Attendant	Recreation Supervisor	01/2020	2080.00	=	N	0	0	10	\$24,960	\$28,392	\$31,824	\$0	\$0	\$0	\$0
ERIE	Recreation Attendant II Guest Service	Recreation Coordinator Guest Service	02/2020	0.00	=	N	0	0	0	\$29,127	\$32,768	\$36,409	\$0	\$0	\$0	\$0
MOUNTAIN VILLAGE	Child Care Program Assistant	Director Daycare & Preschool	01/2020	2000.00	=	N	0	0	6	\$34,097	\$40,065	\$46,033	\$36,000	\$36,000	\$36,000	\$0
Average										\$28,390	\$32,404	\$36,418	\$36,000	\$36,000	\$36,000	?

#### Job # B101 - CITY FORESTER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	City Forester	Parks Manager	01/2020	2080.00	=	Y	0	5	1	\$67,256	\$79,610	\$91,963	\$91,963	\$91,963	\$91,963	\$0
ASPEN	City Forester	DEPUTY DIRECTOR OF PARKS	01/2019	2080.00	=	Y	0	0	1	\$61,262	\$73,668	\$86,073	\$0	\$0	\$0	\$0
AURORA	Manager of Forestry	Director of Parks & Open Space	01/2020	2080.00	=	Y	13	8	1	\$63,382	\$83,982	\$104,581	\$104,314	\$104,314	\$104,314	\$0
BRIGHTON	City Forester		03/2020	2080.00	=	Y	0	0	1	\$60,901	\$72,168	\$83,435	\$64,644	\$64,644	\$64,644	\$0
BROOMFIELD	City & County Forester	Park Operations Supervisor	01/2020	2080.00	=	N	0	0	1	\$65,416	\$78,624	\$91,832	\$87,797	\$87,797	\$87,797	\$0
COLORADO SPRINGS	City Forester	Parks, Recreation & Cultural Services Director	02/2020	2080.00	=	Y	13	4	1	\$76,031	\$91,411	\$106,791	\$89,935	\$89,935	\$89,935	\$0
DENVER	City Forester		03/2020	2080.00	=	Y	0	0	1	\$76,307	\$99,199	\$122,091	\$111,787	\$111,787	\$111,787	\$111,787
ERIE	URBAN FORESTER		02/2020	2080.00		N	0	0	1	\$61,342	\$73,610	\$85,879	\$66,581	\$66,581	\$66,581	\$0
FORT COLLINS	Sr Manager, Forestry	Director, Parks	01/2020	2080.00	=	Y	0	2	1	\$80,572	\$107,429	\$134,286	\$94,500	\$94,500	\$94,500	\$94,500
FORT MORGAN	Forester	Parks/Cem Superintendent	3/2020	2080.00	=	N	0	0	1	\$31,500	\$38,610	\$45,720	\$39,927	\$39,927	\$39,927	\$0
GOLDEN	Forestry Supervisor	Director of Parks and Recreation	1/2020	2080.00	=	N	0	0	1	\$55,700	\$66,840	\$77,980	\$57,408	\$57,408	\$57,408	\$0
GRAND JUNCTION	Parks Maintenance Supervisor	Parks Superintendent	01/2020	2080.00	=	N	0	0	1	\$64,675	\$77,610	\$90,545	\$71,385	\$71,385	\$71,385	\$0
GREELEY	FORESTRY MANAGER	Parks Superintendent	01/2020	2080.00	=	N	0	3	1	\$69,266	\$83,119	\$96,972	\$83,117	\$83,117	\$83,117	\$0
LONGMONT	City Forester	Parks & Forestry Superintendent	01/2020	2080.00	=	Y	2	2	1	\$72,785	\$80,064	\$87,343	\$77,969	\$77,969	\$77,969	\$77,969
LOVELAND	Forestry Specialist		01/2020	2080.00	=	N	0	0	1	\$49,700	\$62,100	\$74,500	\$67,392	\$67,392	\$67,392	\$0
PUEBLO	PROGRAM COORDINATOR - FORESTRY	PARKS SUPERVISOR/PARKS MANAGER	01/2020	2085.00	=	N	0	0	0	\$43,377	\$48,908	\$54,440	\$0	\$0	\$0	\$0
THORNTON	Arboriculture Supervisor-Urban Forestry	Superintendent of Parks, Golf, and Forestry	01/2020	2080.00	=	Y	2	2	1	\$62,295	\$72,262	\$82,230	\$82,230	\$82,230	\$82,230	\$0
WESTMINSTER	City Forester	Parks Supervisor	01/2020	2085.00	<	N	4	4	1	\$67,348	\$76,778	\$86,209	\$84,107	\$84,107	\$84,107	\$84,107
WINDSOR	Town Forester	Parks & Open Space Manager	02/2020	2080.00	=	Y	1	1	1	\$56,800	\$69,600	\$82,400	\$72,162	\$72,162	\$72,162	\$0

Average										\$62,417	\$75,558	\$88,698	\$79,248	\$79,248	\$79,248	\$92,091
<u>Job # M07 / S07 - CITY OR COUNTY CLERK</u>																
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	CITY CLERK	COUNCIL	01/2020	2080.00	>	Y	2	2	1	\$57,266	\$70,152	\$83,039	\$62,056	\$62,056	\$62,056	\$62,056
ARVADA	City Clerk	City Manager	01/2020	2080.00	>	Y	3	3	1	\$105,055	\$124,002	\$142,949	\$123,569	\$123,569	\$123,569	\$0
ASPEN	City Clerk	Finance/Administrative Services Director	01/2019	2080.00	=	N	4	1	1	\$79,688	\$95,825	\$111,962	\$94,099	\$94,099	\$94,099	\$0
AURORA	City Clerk/Assistant City Manager	Deputy City Manager	01/2020	2080.00	=	Y	10	4	1	\$89,048	\$117,988	\$146,929	\$146,680	\$146,680	\$146,680	\$0
AVON	TOWN CLERK	Town Manager	01/2020	2080.00	<	Y	1	2	1	\$69,443	\$81,364	\$93,285	\$69,443	\$69,443	\$69,443	\$0
BASALT	Town Clerk	Town Manager	01/2020	2080.00	=	N	0	0	1	\$76,124	\$93,130	\$110,137	\$100,162	\$100,162	\$100,162	\$100,162
BENNETT	Town Clerk	Assistant to the Town Administrator	01/2020	2080.00	=	N	0	0	1	\$51,922	\$61,952	\$71,983	\$51,922	\$71,983	\$61,952	\$61,952
BERTHOUD	Town Clerk	Town Administrator	01/2020	2080.00	=	N	4	0	1	\$76,956	\$88,964	\$100,973	\$76,960	\$76,960	\$76,960	\$0
BRIGHTON	City Clerk		03/2020	2080.00	=	Y	0	0	1	\$91,690	\$108,652	\$125,615	\$121,995	\$121,995	\$121,995	\$0
BROOMFIELD	City & County Clerk	Assistant City and County Manager	01/2020	2080.00	=	Y	19	4	1	\$93,288	\$109,720	\$126,152	\$107,016	\$107,016	\$107,016	\$0
BRUSH	City Clerk	City Administrator	01/2020	2080.00	=	Y	1	0	1	\$57,573	\$71,966	\$86,359	\$57,573	\$57,573	\$57,573	\$0
BUENA VISTA	TOWN CLERK		01/2020	2080.00	=	N	0	0	1	\$55,078	\$65,540	\$76,003	\$61,576	\$61,576	\$61,576	\$0
CANON CITY	City Clerk/Special Projects Administrator	City Administrator	01/2019	2080.00	=	Y	1	1	1	\$63,572	\$74,790	\$86,008	\$67,465	\$67,465	\$67,465	\$0
CASTLE ROCK	TOWN CLERK		01/2020	2080.00	=	Y	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
CEDAREDDGE	Town Clerk	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$40,051	\$51,327	\$62,603	\$44,798	\$44,798	\$44,798	\$0
CENTRAL CITY	City Clerk	City Manager	01/2020	2080.00	=	Y	2	0	1	\$54,359	\$63,872	\$73,385	\$62,890	\$86,377	\$70,172	\$0
COLORADO SPRINGS	City Clerk	Mayor/City Council	02/2020	2080.00	=	Y	9	1	1	\$117,877	\$141,722	\$165,566	\$142,000	\$142,000	\$142,000	\$0
COMMERCE CITY	City Clerk	Deputy City Manager	01/2020	2080.00	=	Y	3	3	1	\$83,688	\$112,979	\$142,270	\$115,268	\$115,268	\$115,268	\$0
CORTEZ	City Clerk	City Manager	01/2020	2080.00	=	N	0	0	1	\$60,590	\$75,899	\$91,208	\$74,838	\$74,838	\$74,838	\$0
CRESTED BUTTE	Town Clerk	Town Manager	01/2020	2080.00	=	N	0	0	1	\$70,116	\$81,286	\$92,457	\$73,331	\$73,331	\$73,331	\$0
CRESTONE	Town Clerk	Town board	01/2020	1680.00	=	N	1	1	1	\$28,000	\$32,000	\$36,000	\$0	\$0	\$0	\$0
CRIPPLE CREEK	City Clerk	City Administrator	01/2020	2080.00	=	Y	1	1	1	\$53,783	\$63,274	\$72,765	\$66,313	\$66,313	\$66,313	\$0
DACONO	CITY CLERK	City Administrator	01/2020	2080.00	=	Y	3	3	1	\$75,396	\$94,245	\$113,094	\$88,493	\$88,493	\$88,493	\$0
DELTA	City/Municipal Court Clerk	City Manager	01/2020	2080.00	=	N	0	0	1	\$46,132	\$53,510	\$60,888	\$50,840	\$50,840	\$50,840	\$0
DELTA COUNTY	County Clerk		01/2020	2080.00	=	N	0	0	5	\$27,993	\$33,605	\$39,217	\$28,695	\$35,663	\$30,827	\$0
DENVER	Elected Clerk and Recorder		03/2020	2080.00	=	Y	0	0	1	\$24,960	\$77,480	\$130,000	\$151,800	\$151,800	\$151,800	\$151,800
DILLON	Town Clerk	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$67,528	\$81,033	\$94,538	\$70,566	\$70,566	\$70,566	\$0
EATON	City Clerk		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$63,000	\$63,000	\$63,000	\$0
ENGLEWOOD	City Clerk	Director of Financial and Administrative Services	01/2019	2080.00	=	Y	1	1	1	\$86,386	\$107,957	\$129,528	\$99,461	\$99,461	\$99,461	\$0
ESTES PARK	Town Clerk/Human Resources Director	Town Administrator	01/2020	2080.00	=	Y	3	3	1	\$85,420	\$104,640	\$123,859	\$114,481	\$114,481	\$114,481	\$0
EVANS	City Clerk	City Manager	01/2020	2080.00	=	N	0	0	1	\$68,495	\$85,593	\$102,691	\$70,909	\$70,909	\$70,909	\$70,909
FEDERAL HEIGHTS	CITY CLERK/ Director of Admin Services	City Manager	01/2020	2080.00	<	Y	6	3	1	\$94,976	\$118,720	\$142,464	\$114,795	\$114,795	\$114,795	\$0
FIRESTONE	Town Clerk	BOT/Town Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$81,207	\$113,690	\$84,000	\$84,000
FLORENCE	City Clerk	City Manager	01/2020	2080.00	=	Y	3	2	3	\$66,323	\$69,398	\$72,473	\$57,386	\$57,386	\$57,386	\$57,386
FORT COLLINS	City Clerk	Deputy City Manager	01/2020	2080.00	=	Y	0	0	1	\$99,915	\$133,220	\$166,526	\$113,353	\$113,353	\$113,353	\$108,993
FORT LUPTON	City Clerk	City Administrator	02/2020	2080.00	=	Y	1	1	1	\$60,000	\$75,000	\$90,000	\$64,272	\$64,272	\$64,272	\$0
FOUNTAIN	CITY CLERK / PARKS & RECREATION DIRECTOR	City Manager	02/2020	2080.00	=	N	18	4	1	\$87,339	\$106,554	\$125,769	\$89,086	\$128,284	\$106,903	\$0
FREDERICK	Town Clerk	Mayor and Board of Trustees	01/2020	2080.00	=	Y	0	0	1	\$80,000	\$97,600	\$115,200	\$91,000	\$91,000	\$91,000	\$0
GEORGETOWN	TOWN CLERK/COURT CLERK	TOWN ADMINISTRATOR	01/2020	2080.00	>	N	0	0	1	\$0	\$0	\$0	\$55,917	\$55,917	\$55,917	\$55,917
GLENDALE	City Clerk	Deputy City Manager	02/2020	2080.00	=	N	0	1	1	\$69,525	\$81,112	\$92,700	\$87,550	\$87,550	\$87,550	\$87,550
GLENWOOD SPRINGS	City Clerk	City Manager	01/2020	2080.00	=	Y	1	1	1	\$77,868	\$95,337	\$112,806	\$90,310	\$90,310	\$90,310	\$0
GOLDEN	City Clerk	City Manager	1/2020	2080.00	=	Y	1	1	1	\$90,800	\$113,500	\$136,200	\$92,200	\$92,200	\$92,200	\$0
GRANBY	TOWN CLERK/PLANNING COORDINATOR	BOARD	01/2020	2080.00	=	N	1	1	1	\$64,046	\$77,558	\$91,071	\$91,071	\$91,071	\$0	\$0
GRAND JUNCTION	City Clerk	City Manager	01/2020	2080.00	=	Y	4	4	1	\$0	\$0	\$0	\$105,576	\$105,576	\$105,576	\$0
GRAND LAKE	Town Clerk	Town Manager	01/2020	2080.00	>	N	0	0	1	\$0	\$0	\$0	\$49,993	\$49,993	\$49,993	\$49,993
GREELEY	CITY CLERK	City Manager	01/2020	2080.00	=	Y	5	3	1	\$96,512	\$120,640	\$144,768	\$105,000	\$105,000	\$105,000	\$0
GREENWOOD VILLAGE	City Clerk	Administrative Services Director	01/2020	2080.00	=	Y	2	2	1	\$83,868	\$103,218	\$122,569	\$118,248	\$118,248	\$118,248	\$0
GUNNISON	City Clerk	City Manager	01/2020	2080.00	=	Y	2	2	1	\$71,100	\$83,500	\$95,900	\$83,500	\$83,500	\$83,500	\$0
GUNNISON COUNTY	COUNTY CLERK	N/A	01/2020	2080.00	=	Y	0	0	0	\$0	\$0	\$0	\$61,460	\$61,460	\$61,460	\$0
GYPSUM	Town Clerk	Mayor & Town Mgr.	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$78,270	\$78,270	\$78,270	\$0
HAYDEN	Town Clerk	Town Manager	01/2020	2080.00	=	N	2	2	1	\$59,237	\$67,380	\$75,523	\$71,805	\$71,805	\$71,805	\$0
HOTCHKISS	TOWN CLERK	BOARD OF TRUSTEES	01/2020	2080.00	=	N	1	0	1	\$57,132	\$67,129	\$77,126	\$66,874	\$66,874	\$66,874	\$0
IDAHO SPRINGS	CITY CLERK		01/2020	2080.00		N	0	0	1	\$63,375	\$76,473	\$89,571	\$63,375	\$63,375	\$63,375	\$0
IGNACIO	Town Clerk		01/2019	2080.00	=	N	0	0	1	\$44,830	\$54,718	\$64,606	\$60,535	\$60,535	\$60,535	\$0
KREMMLING	Town Clerk		01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$44,290	\$44,290	\$44,290	\$44,290
LA JUNTA	City Clerk		01/2020	2080.00		N			1	\$54,416	\$60,271	\$66,127	\$50,960	\$50,960	\$50,960	\$0
LAFAYETTE	City Clerk	City Administrator	01/2020	2080.00	=	Y	2	4	1	\$110,000	\$137,500	\$165,000	\$118,498	\$118,498	\$118,498	\$118,498
LAKEWOOD	City Clerk		01/2020	2080.00	=	Y	6	6	1	\$109,886	\$151,809	\$193,731	\$128,003	\$128,003	\$128,003	\$0

LAMAR	City Clerk	City Council/City Administrator	01/2020	2080.00	=	Y	3	3	1	\$49,633	\$60,490	\$71,348	\$57,652	\$57,652	\$57,652	\$62,650
LARKSPUR	Town Clerk	Mayor/Town Council	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$49,000	\$49,000	\$49,000	\$49,000
LAVETA	City Clerk	Board of Trustees	01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$37,942	\$37,942	\$37,942	\$0
LONE TREE	City Clerk	Deputy City Manager	01/2020	2080.00	=	Y	4	4	1	\$78,400	\$98,000	\$117,600	\$88,000	\$88,000	\$88,000	\$0
LONGMONT	City Clerk		01/2020	2080.00	=	N	0	0	1	\$107,496	\$118,242	\$128,988	\$124,248	\$124,248	\$124,248	\$124,248
LOUISVILLE	City Clerk	Deputy City Manager	02/2020	2080.00	=	Y	3	3	1	\$88,212	\$102,429	\$116,646	\$107,369	\$107,369	\$107,369	\$0
LOVELAND	City Clerk -	City Manager	01/2020	2080.00	=	Y	0	3	1	\$82,700	\$107,500	\$132,300	\$131,326	\$131,326	\$131,326	\$0
LYONS	CITY CLERK	TOWN MANAGER	01/2020	2080.00	=	N	0	0	1	\$63,948	\$77,081	\$90,214	\$64,907	\$91,567	\$86,998	\$0
MANITOU SPRINGS	CITY CLERK	Mayor//City Administrator	01/2020	2080.00	=	N	0	0	1	\$89,008	\$106,810	\$124,611	\$97,908	\$115,710	\$0	\$106,809
MEAD	Town Clerk		2/2020	2080.00	=	Y	0	0	1	\$66,200	\$82,700	\$99,200	\$0	\$0	\$78,243	\$0
MONTE VISTA	CITY CLERK	CITY MANAGER	01/2020	2080.00	=	Y	1	1	1	\$60,600	\$72,720	\$84,840	\$61,552	\$61,552	\$61,552	\$0
MONTROSE	City Clerk	Assistant City Manager	01/2020	2080.00	=	Y	3	3	1	\$72,666	\$88,286	\$103,906	\$72,428	\$83,572	\$78,119	\$0
MONUMENT			01/2019	2080.00		N			0	\$50,274	\$60,322	\$70,370	\$67,275	\$67,275	\$67,275	\$0
MORRISON	Town Clerk	Town Manager	1/1/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$66,560	\$66,560	\$66,560	\$0
MOUNTAIN VILLAGE	Town Clerk	Town Manager	01/2020	2080.00	=	N	1	1	0	\$61,674	\$72,468	\$83,263	\$70,000	\$70,000	\$70,000	\$0
MT. CRESTED BUTTE	Town Clerk	Town Manager	01/2020	2080.00	=	N	0	0	1	\$45,000	\$57,500	\$70,000	\$65,064	\$65,064	\$65,064	\$0
NEW CASTLE	Town Clerk	Council / Administrator	01/2020	2080.00	=	Y	3	0	1	\$0	\$0	\$0	\$68,560	\$68,560	\$68,560	\$0
NORTHGLENN	City Clerk	Mayor	01/2020	2080.00	=	Y	2	2	1	\$90,100	\$112,575	\$135,050	\$105,102	\$105,102	\$105,102	\$0
PALISADE	Town Clerk	Trustees	01/2019	2080.00	=	Y	1	0	1	\$57,906	\$64,230	\$70,553	\$57,906	\$70,553	\$60,838	\$0
PARKER	Town Clerk		01/2019	2080.00		N	0	0	1	\$82,300	\$109,000	\$135,700	\$98,990	\$98,990	\$98,990	\$0
PLATTEVILLE	Town Clerk	Town Manager	01/2020	2080.00	<	Y	1	0	1	\$0	\$0	\$0	\$67,408	\$67,408	\$67,408	\$0
PUEBLO	CITY CLERK	MAYOR	01/2020	2085.00	=	Y	3	3	1	\$91,767	\$101,974	\$112,180	\$91,767	\$91,767	\$91,767	\$0
RANGELY	CLERK/TREASURER		01/2020	2080.00	=	N	0	0	1	\$35,700	\$40,800	\$45,900	\$35,700	\$45,900	\$38,760	\$0
RIDGWAY	Deputy Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$35,300	\$49,420	\$52,624	\$42,360
RIFLE	City Clerk		01/2020	2080.00		Y			1	\$64,470	\$80,623	\$96,775	\$70,269	\$70,269	\$70,269	\$70,269
ROCKY FORD	CITY CLERK	CITY MANAGER	01/2020	2080.00	=	N	0	0	1	\$38,380	\$51,429	\$64,478	\$44,753	\$44,753	\$44,753	\$0
SALIDA	CITY CLERK	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	0	0	1	\$60,786	\$75,982	\$91,178	\$75,000	\$75,000	\$75,000	\$75,000
SEVERANCE			01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$66,950	\$66,950	\$66,950	\$0
SILT	Town Clerk	Town Administrator	01/2020	2080.00	=	Y	2	0	1	\$44,000	\$59,000	\$74,000	\$72,731	\$72,731	\$72,731	\$0
SILVERTHORNE	Town Clerk / Municipal Court Administrator	Finance Director	01/2020	2080.00	=	N	0	0	1	\$71,975	\$83,964	\$95,953	\$82,774	\$82,774	\$82,774	\$0
STEAMBOAT SPRINGS	CITY CLERK	CITY MANAGER	01/2019	2080.00	=	Y	4	4	1	\$71,837	\$88,000	\$104,163	\$0	\$0	\$0	\$0
SUPERIOR	Town Clerk	Town Manager	01/2020	2080.00	>	Y	0	0	1	\$81,524	\$105,292	\$129,060	\$97,787	\$97,787	\$97,787	\$0
TELLURIDE	Assistant Clerks		03/2020	2080.00		Y	0	0	3	\$41,533	\$50,878	\$60,223	\$42,500	\$46,634	\$45,083	\$0
THORNTON	City Clerk	Management and Budget Director	01/2020	2080.00	=	Y	8	7	1	\$103,477	\$120,033	\$136,589	\$106,153	\$106,153	\$106,153	\$0
TIMNATH	Town Clerk/COURT CLERK	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$69,400	\$85,000	\$100,600	\$0	\$0	\$0	\$0
TRINIDAD	City Clerk	City Manager	01/2020	2080.00	=	N	2	2	1	\$0	\$0	\$0	\$79,203	\$79,203	\$79,203	\$0
VAIL	Town Clerk		01/2020	2080.00	=	N	0	0	1	\$80,394	\$100,493	\$120,592	\$86,500	\$86,500	\$86,500	\$0
WELLINGTON	CITY CLERK		01/2020	2080.00		N	0	0	1	\$45,900	\$56,175	\$66,450	\$0	\$0	\$0	\$56,691
WESTMINSTER	City Clerk	Deputy City Manager	01/2020	2085.00	=	Y	9	7	1	\$114,848	\$129,204	\$143,560	\$143,560	\$143,560	\$143,560	\$143,560
WINDSOR	Town Clerk/Assistant to Town Manager	Town Manager	02/2020	2080.00	=	Y	6	3	1	\$71,500	\$89,400	\$107,300	\$74,909	\$74,909	\$74,909	\$0
WINTER PARK	Town Clerk	Town Manager	01/2020	2080.00	=	Y	1	1	1	\$69,600	\$86,925	\$104,250	\$69,600	\$69,600	\$69,600	\$0
Average										\$71,503	\$87,593	\$103,683	\$80,940	\$83,293	\$81,635	\$81,095

#### Job # M11 - CITY OR COUNTY ENGINEER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	CITY/COUNTY ENGINEER		01/2019	2080.00					0	\$109,254	\$131,378	\$153,502	\$146,827	\$146,827	\$146,827	\$0
AURORA	Senior Engineer (AD24)	various	01/2020	2080.00	=	Y	22	6	5	\$84,561	\$103,618	\$122,674	\$131,425	\$131,425	\$107,428	\$0
AVON	TOWN ENGINEER	Town Manager	01/2020	2080.00	=	Y	6	1	1	\$95,476	\$119,001	\$142,526	\$142,526	\$142,526	\$142,526	\$0
BRECKENRIDGE	Town Engineer	Assistant Director of Public Works	01/01/20	2080.00	=	Y	0	0	1	\$90,800	\$113,500	\$136,200	\$111,327	\$111,327	\$111,327	\$0
BROOMFIELD	City & County Engineer	Director of Community Development	01/2020	2080.00	=	Y	18	18	1	\$105,040	\$129,584	\$154,128	\$150,530	\$150,530	\$150,530	\$0
CANON CITY	City Engineer	City Administrator	01/2019	2080.00	=	Y	5	3	1	\$77,456	\$91,124	\$104,792	\$100,609	\$100,609	\$100,609	\$0
COLORADO SPRINGS	City Engineer		02/2020	2080.00	=	N	0	0	1	\$145,237	\$174,616	\$203,994	\$175,000	\$175,000	\$175,000	\$0
COMMERCE CITY	City Engineer	Director of Public Works	01/2020	2080.00	=	Y	4	4	1	\$98,526	\$133,010	\$167,494	\$122,369	\$122,369	\$122,369	\$0
DILLON	Town Engineer	Public Works Director	01/2020	2080.00	=	Y	1	2	1	\$83,718	\$100,462	\$117,205	\$114,788	\$114,788	\$114,788	\$0
ERIE	Town Engineer	Director of Planning and Development	02/2020	2080.00	=	N	0	0	1	\$101,814	\$122,177	\$142,540	\$116,127	\$116,127	\$116,127	\$0
EVANS	City Engineer	Public Works Director	01/2020	2080.00	=	Y	2	0	1	\$102,794	\$128,544	\$154,294	\$0	\$0	\$0	\$0
FEDERAL HEIGHTS	CITY ENGINEER	Director of Community Services	01/2020	2080.00	=	Y	0	0	1	\$94,976	\$118,720	\$142,464	\$116,376	\$116,376	\$116,376	\$0
FORT COLLINS	City Engineer		01/2020	2080.00	=	Y	0	0	1	\$106,765	\$142,354	\$177,942	\$127,926	\$127,926	\$127,926	\$123,600
FOUNTAIN	CITY ENGINEER	City Manager	02/2020	2080.00	=	N	2	2	1	\$96,292	\$117,476	\$138,660	\$98,218	\$141,433	\$117,861	\$0
FREDERICK	Engineering Director	Town Manager	01/2020	2080.00	=	Y	4	3	1	\$101,000	\$123,220	\$145,440	\$111,352	\$111,352	\$111,352	\$0
FRUITA	City Engineer	Public Works Director	01/2020	2080.00	=	Y	3	3	1	\$83,435	\$90,797	\$98,159	\$88,209	\$88,209	\$88,209	\$0
GLENWOOD SPRINGS	City Engineer	PW Director	01/2020	2080.00	=	Y	0	0	1	\$104,030	\$130,038	\$156,045	\$118,869	\$118,869	\$118,869	\$0
GOLDEN	City Engineer	Public Works Director	1/2020	2080.00	=	Y	20	3	1	\$105,800	\$132,300	\$158,800	\$111,298	\$111,298	\$111,298	\$0

GRAND JUNCTION	Engineering Manager	Public Works & Utility Director	01/2020	2080.00	=	Y	25	4	0	\$103,661	\$124,393	\$145,125	\$0	\$0	\$0	\$0
GREELEY	CITY ENGINEER	Public Works Director	01/2020	2080.00	=	Y	0	9	1	\$104,833	\$131,042	\$157,250	\$118,206	\$118,206	\$118,206	\$0
GYP SUM	Town Engineer	Town Mgr & Assistant. Town Mgr	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$115,253	\$115,253	\$115,253	\$0
LA JUNTA	City Engineer		01/2020	2080.00	=	Y	0	0	1	\$66,127	\$73,256	\$80,385	\$71,289	\$71,289	\$71,289	\$0
LAFAYETTE	City Engineer	Public Works Director	01/2020	2080.00	=	Y	3	3	1	\$97,986	\$122,482	\$146,979	\$0	\$0	\$0	\$0
LAKEWOOD	City Engineer		01/2020	2080.00	=	Y	35	8	1	\$107,952	\$134,919	\$161,886	\$160,514	\$160,514	\$160,514	\$0
LOUISVILLE	City Engineer	Director of Public Works	02/2020	2080.00	=	Y	3	3	1	\$103,188	\$119,828	\$136,468	\$136,468	\$136,468	\$136,468	\$0
LOVELAND	City Engineer	Director of Public Works	01/2020	2080.00	=	Y	0	6	1	\$107,800	\$140,100	\$172,400	\$143,748	\$143,748	\$143,748	\$0
LYONS	Director Public Utilities/Town Engineer (PE)	Town Administrator	01/2020	2080.00	=	N	2	0	0	\$73,370	\$85,946	\$98,522	\$74,471	\$100,000	\$74,816	\$0
MONTROSE	City Engineer	City Manager	01/2020	2080.00	=	Y	4	4	1	\$90,244	\$110,541	\$130,838	\$91,173	\$107,925	\$99,085	\$0
NORTHGLENN	Engineering Manager	Director of Public Works	01/2020	2080.00	=	N	7	7	0	\$103,800	\$129,750	\$155,700	\$0	\$0	\$0	\$0
RIFLE	City Engineer		01/2020	2080.00	=	Y			0	\$75,705	\$94,658	\$113,610	\$0	\$0	\$0	\$0
SILVERTHORNE	Town Engineer	Public Works Director	01/2020	2080.00	<	Y	0	0	1	\$81,932	\$95,587	\$109,242	\$81,932	\$81,932	\$81,932	\$0
STEAMBOAT SPRINGS	CITY ENGINEER	PUBLIC WORKS DIRECTOR	01/2019	2080.00	=	Y	4	4	1	\$75,214	\$89,520	\$103,826	\$99,576	\$99,576	\$0	\$0
SUMMIT COUNTY	Engineering/Solid Waste Director	Assistant County Manager - Facilities & Transportation	07/2019	2080.00	=	Y	0	0	1	\$78,886	\$102,552	\$126,218	\$109,449	\$109,449	\$109,449	\$0
TELLURIDE	Town Engineer	Division Manager	03/2020	2080.00	=	N	0	0	1	\$79,714	\$97,650	\$115,585	\$90,418	\$90,418	\$90,418	\$0
VAIL	Town Engineer		01/2020	2080.00	=	Y	0	0	1	\$94,202	\$117,742	\$141,282	\$121,777	\$121,777	\$121,777	\$0
WESTMINSTER	City Engineer	Community Development Director	01/2020	2085.00	=	Y	0	5	1	\$123,461	\$138,894	\$154,327	\$154,327	\$154,327	\$154,327	\$154,327
WHEAT RIDGE	Engineering Manager	Public Works Director	01/2020	2080.00	=	Y	8	2	1	\$88,290	\$108,206	\$128,122	\$122,893	\$122,893	\$122,893	\$0
Average										\$95,648	\$117,194	\$138,740	\$117,977	\$120,649	\$118,697	\$138,964

#### Job # S09 - CITY/TOWN CLERK/TREASURER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BLANCA	Town Clerk		01/2020	1664.00	=	N	0	0	1	\$33,500	\$33,500	\$33,500	\$33,500	\$33,500	\$33,500	\$0
BRECKENRIDGE	Deputy Municipal Clerk	Municipal Clerk	01/01/20	2080.00	=	Y	0	0	1	\$45,300	\$55,500	\$65,700	\$60,588	\$60,588	\$60,588	\$0
BURLINGTON	City Clerk/Treasurer	City Administrator	01/2020	2080.00	=	Y	0	0	1	\$48,979	\$57,584	\$66,188	\$66,188	\$66,188	\$66,188	\$66,188
CARBONDALE	TOWN CLERK		01/2020	2080.00	=	N	0	0	1	\$71,812	\$89,764	\$107,717	\$92,458	\$92,458	\$92,458	\$89,764
ERIE	Town Clerk	Deputy Town Administrator	02/2020	2080.00	=	Y	1	1	1	\$88,103	\$105,724	\$123,345	\$100,000	\$100,000	\$100,000	\$0
GILCREST	Town Clerk / Treasurer	Town Administrator	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$49,871	\$49,871	\$49,871	\$0
GUNNISON COUNTY	COUNTY TREASURER		01/2020	2080.00	=	Y	0	0	0	\$0	\$0	\$0	\$61,460	\$61,460	\$61,460	\$0
HAXTUN	Town Clerk/Treasurer	Council	01/2020	2080.00	=	Y	1	0	1	\$0	\$0	\$0	\$55,776	\$55,776	\$55,776	\$0
KERSEY	Town Clerk/Treasurer	Town Manager	01/2020	2080.00	=	Y	2	2	1	\$58,520	\$63,345	\$68,170	\$0	\$0	\$0	\$0
LAKE CITY	Town Clerk/Treasurer	Town Manager	01/2020	2080.00	=	N	0	1	1	\$0	\$0	\$0	\$42,000	\$42,000	\$42,000	\$42,000
LASALLE	Town Clerk / Treasurer	Board of Trustees	01/2020	2080.00	=	N	2	2	1	\$0	\$0	\$0	\$66,560	\$66,560	\$66,560	\$0
LAVETA	Town Clerk/Treasurer	Board of Trustees	01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$37,942	\$37,942	\$37,942	\$0
MANCOS	Town Clerk/Treasurer	Town Manager	01/2020	2080.00	=	Y	2	2	1	\$0	\$0	\$0	\$63,040	\$63,040	\$63,040	\$0
MEAD	Town Treasurer		1/2020	2080.00	=	N	0	0	1	\$104,100	\$130,100	\$156,100	\$0	\$0	\$78,242	\$0
MEEKER	Town Clerk	Admimistrator	01/2020	2080.00	=	N	3	0	0	\$57,325	\$66,144	\$74,963	\$57,325	\$74,963	\$66,144	\$0
MINTURN	TOWN TREASURER/CLERK	TOWN MANAGER	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$105,006	\$105,006	\$105,006	\$0
OURAY	Finance & Administrative Director	City Administrator	01/2020	2080.00	=	Y	4	4	1	\$78,480	\$94,176	\$109,872	\$78,480	\$78,480	\$78,480	\$0
PAGOSA SPRINGS	Town Clerk/Finance Officer	Town Manager	01/2020	2080.00	=	Y	1	0	1	\$70,386	\$84,796	\$99,207	\$73,442	\$73,442	\$73,442	\$0
PONCHA SPRINGS	Clerk/Treasurer	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$55,000	\$70,000	\$85,000	\$74,263	\$74,263	\$74,263	\$0
RIDGWAY	Town Clerk/Treasurer	Town Manager	01/2020	2080.00	=	N	3	2	1	\$0	\$0	\$0	\$58,447	\$81,826	\$83,565	\$70,316
SAGUACHE	Clerk/Treasurer		01/2019	2080.00	=	Y	0	0	1	\$31,580	\$41,790	\$52,000	\$31,580	\$52,000	\$41,790	\$41,790
SEVERANCE	Town Treasurer	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$70,000	\$70,000	\$70,000	\$70,000
WALSENBURG	CITY/TOWN CLERK/TREASURER		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$39,811	\$48,346	\$48,346	\$0
WESTCLIFFE	Town Clerk/Treasurer	Board of Trustees	01/2019	2080.00	=	N	0	0	1	\$43,050	\$43,050	\$43,050	\$43,050	\$43,050	\$43,050	\$43,050
YUMA	City Clerk/Treasurer	City Council & Mgr.	01/2020	2080.00	=	Y	1	1	1	\$45,500	\$67,750	\$90,000	\$75,750	\$75,750	\$75,750	\$0
Average										\$59,402	\$71,659	\$83,915	\$62,458	\$65,500	\$65,311	\$60,444

#### Job # M05 / S05 - CITY/TOWN MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	CITY MANAGER	COUNCIL	01/2020	2080.00	=	Y	165	8	1	\$0	\$0	\$0	\$121,992	\$121,992	\$121,992	\$121,992
AURORA	City Manager (GA00)	City Council	01/2020	2080.00	=	Y	388	9	1	\$213,416	\$266,770	\$320,124	\$208,737	\$208,737	\$249,100	\$0
AVON	TOWN MANAGER	Town Council	01/2020	2080.00	=	Y	10	7	1	\$150,000	\$175,000	\$200,000	\$175,000	\$175,000	\$175,000	\$0
BASALT	Town Manager	City Council	01/2020	2080.00	=	N	0	0	1	\$155,000	\$155,000	\$155,000	\$155,000	\$155,000	\$155,000	\$155,000
BENNETT	Town Administrator	Mayor/Council	02/2020	2080.00	=	N	3	0	1	\$91,851	\$111,516	\$131,180	\$91,851	\$131,180	\$111,516	\$111,516
BERTHOUD	Town Administrator	Town Board	01/2020	2080.00	=	N	0	6	1	\$0	\$0	\$0	\$150,173	\$150,173	\$150,173	\$0
BRECKENRIDGE	Town Manager	Town Council	01/01/20	2080.00	=	Y	300	7	1	\$0	\$0	\$0	\$194,779	\$194,779	\$194,779	\$0
BROOMFIELD	City & County Manager	Mayor & Council	01/2020	2080.00	=	Y	1296	20	1	\$175,240	\$206,180	\$237,120	\$210,018	\$210,018	\$210,018	\$0
BRUSH	City Administrator	City Council	01/2020	2080.00	=	Y	185	0	1	\$95,079	\$123,550	\$152,022	\$101,251	\$104,289	\$101,251	\$0
BUENA VISTA	TOWN ADMINISTRATOR		01/2020	2080.00	=	Y	0	0	1	\$88,650	\$104,572	\$120,494	\$110,483	\$110,483	\$110,483	\$0
BURLINGTON	City Administrator	Mayor	01/2020	2080.00	=	Y	39	9	1	\$76,800	\$90,240	\$103,680	\$84,480	\$84,480	\$84,480	\$84,480



CANON CITY	City Administrator	City Council	01/2019	2080.00	=	Y	156	9	1	\$0	\$0	\$0	\$133,380	\$133,380	\$133,380	\$0
CARBONDALE	TOWN MANAGER	BOARD OF TRUSTEES	01/2020	2080.00	=	Y	55	6	1	\$117,935	\$154,951	\$191,966	\$150,450	\$150,450	\$150,450	\$154,951
CEDAREDGE	Town Administrator	Mayor Board of Trustees	01/2020	2080.00	>	N	30	0	1	\$64,229	\$82,290	\$100,350	\$75,748	\$75,748	\$75,748	\$0
CENTRAL CITY	City Manager	Mayor & Council	01/2020	2080.00	=	Y	25	0	1	\$111,214	\$130,695	\$150,176	\$98,800	\$124,800	\$109,200	\$0
CHERRY HILLS VILLAGE	City Manager	City Council & Mayor	01/2020	2080.00	=	Y	53	4	1	\$0	\$0	\$0	\$187,526	\$187,526	\$187,526	\$0
COMMERCE CITY	City Manager	City Council	01/2020	2080.00	=	Y	355	8	1	\$0	\$0	\$0	\$215,759	\$215,759	\$215,759	\$0
CORTEZ	City Manager	City Council	01/2020	2080.00	=	Y	185	0	1	\$101,000	\$108,000	\$115,000	\$109,180	\$109,180	\$109,180	\$0
CRESTED BUTTE	Town Manager	Town Council	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$126,115	\$126,115	\$126,115	\$0
CRIPPLE CREEK	City Administrator	City Council	01/2020	2080.00	=	Y	108	15	1	\$96,586	\$113,631	\$130,676	\$106,838	\$106,838	\$106,838	\$0
DACONO	City Administrator	City Council	01/2020	2080.00	=	Y	27	6	1	\$134,930	\$172,010	\$209,090	\$135,401	\$135,401	\$135,401	\$0
DELTA	City Manager	City Council	01/2020	2080.00	=	Y	190	0	1	\$0	\$0	\$0	\$122,678	\$122,678	\$122,678	\$0
EATON	Town Manager	Mayor/ Board of Trustees	01/2020	2080.00	=	N	39	0	1	\$0	\$0	\$0	\$86,400	\$86,400	\$86,400	\$0
ENGLEWOOD	City Manager	City Council	01/2019	2080.00	=	Y	0	12	1	\$0	\$0	\$0	\$169,950	\$169,960	\$169,950	\$0
ERIE	Town Administrator	Board of Trustees	02/2020	2080.00	=	Y	300	7	1	\$0	\$0	\$0	\$183,040	\$183,040	\$183,040	\$0
ESTES PARK	Town Administrator	Town Board	01/2020	2080.00	=	Y	153	9	1	\$0	\$0	\$0	\$176,282	\$176,282	\$176,282	\$0
EVANS	City Manager	City Council	01/2020	2080.00	=	N	129	7	1	\$0	\$0	\$0	\$159,654	\$159,654	\$159,654	\$159,654
FEDERAL HEIGHTS	CITY MANAGER	Mayor	01/2020	2080.00	=	Y	83	6	1	\$141,581	\$177,004	\$212,426	\$159,120	\$159,120	\$159,120	\$0
FIRESTONE	Town Manager	Board of Trustees	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$175,000	\$175,000	\$175,000	\$175,000
FLORENCE	City Manager	Mayor/Council	01/2020	2080.00	=	Y	40	5	3	\$97,417	\$100,373	\$103,329	\$96,447	\$96,447	\$96,447	\$96,447
FORT COLLINS	City Manager	City Council	01/2020	2080.00	=	Y	0	0	1	\$150,000	\$225,000	\$300,000	\$278,475	\$278,475	\$278,475	\$262,489
FORT LUPTON	City Administrator	City Council	02/2020	2080.00	=	Y	175	8	1	\$105,000	\$136,500	\$168,000	\$130,000	\$130,000	\$130,000	\$0
FORT MORGAN	City Manager	Mayor & City Council	3/2020	2080.00	>	Y	150	7	1	\$117,600	\$149,909	\$182,218	\$153,726	\$153,726	\$153,726	\$0
FOUNTAIN	CITY MANAGER	Mayor/City Council	02/2020	2080.00	=	N	250	8	1	\$129,040	\$157,428	\$185,817	\$131,621	\$189,533	\$157,945	\$0
FREDERICK	Town Manager	Mayor and Board of Trustees	01/2020	2080.00	=	Y	50	6	1	\$0	\$0	\$0	\$180,000	\$180,000	\$180,000	\$0
FRUITA	City Manager	City Council	01/2020	2080.00	=	Y	71	7	1	\$115,923	\$126,152	\$136,380	\$129,106	\$129,106	\$129,106	\$0
GEORGETOWN	TOWN ADMINISTRATOR	BOARD OF SELECTMEN	01/2020	2080.00	>	Y	5	0	1	\$0	\$0	\$0	\$103,970	\$103,970	\$103,970	\$103,970
GLENDALE	City Manager	City Council	02/2020	2080.00	=	Y	150	6	1	\$180,250	\$206,000	\$231,750	\$191,000	\$191,000	\$191,000	\$0
GOLDEN	City Manager	City Council	1/2020	2080.00	=	Y	465	12	1	\$0	\$0	\$0	\$203,000	\$203,000	\$203,000	\$0
GRANBY	Town Manager	Board	01/2020	2080.00	<	Y	33	6	1	\$95,000	\$112,500	\$130,000	\$120,000	\$120,000	\$120,000	\$0
GRAND JUNCTION	City Manager	City Council	01/2020	2080.00	=	Y	641	11	1	\$0	\$0	\$0	\$216,324	\$216,324	\$216,324	\$0
GRAND LAKE	Town Manager	Board of Trustees	01/2020	2080.00	=	N	11	0	1	\$0	\$0	\$0	\$95,483	\$95,483	\$95,483	\$95,483
GREELEY	CITY MANAGER	City Council	01/2020	2080.00	=	Y	928	13	1	\$198,659	\$248,324	\$297,989	\$238,167	\$238,167	\$238,167	\$0
GREENWOOD VILLAGE	City Manager	Mayor & City Council	01/2020	2080.00	=	Y	0	9	1	\$0	\$0	\$0	\$200,000	\$200,000	\$200,000	\$0
GUNNISON	City Manager	City Council	01/2020	2080.00	=	Y	120	6	1	\$130,400	\$153,200	\$176,000	\$176,000	\$176,000	\$176,000	\$0
GUNNISON COUNTY	County Manager	BOCC	01/2020	2080.00	=	Y	12	0	1	\$0	\$0	\$0	\$184,915	\$184,915	\$184,915	\$0
GYPSUM	Town Manager	Mayor	01/2020	2080.00	=	Y	4	0	1	\$0	\$0	\$0	\$143,250	\$143,250	\$143,250	\$0
HAXTUN	Town Superintendent	Council, Mayor	01/2020	2080.00	=	N	5	0	1	\$0	\$0	\$0	\$52,960	\$52,960	\$52,960	\$0
HAYDEN	Town Manager	Town Council	01/2020	0.00	=	Y	19	5	1	\$0	\$0	\$0	\$109,474	\$109,474	\$109,474	\$0
IDAHO SPRINGS	CITY ADMINISTRATOR		01/2020	2080.00	=	N	0	0	1	\$105,271	\$126,224	\$147,176	\$105,271	\$105,271	\$105,271	\$0
IGNACIO	Town Manager / Planner	Board of Trustees	01/2019	2080.00	=	Y	15	6	1	\$55,030	\$68,665	\$82,300	\$73,866	\$73,866	\$73,866	\$0
KERSEY	TOWN MANAGER	Board of Trustees	01/2020	2080.00	=	Y	6	6	1	\$0	\$0	\$0	\$111,770	\$133,793	\$122,782	\$0
KREMMLING	Town Manager		01/2019	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$77,250	\$77,250	\$77,250	\$77,250
LA JUNTA	City Manager		01/2020	2080.00	=	Y			1	\$0	\$0	\$0	\$94,961	\$94,961	\$94,961	\$0
LAFAYETTE	City Administrator	City Administrator	01/2020	2080.00	=	N	215	10	1	\$0	\$0	\$0	\$190,798	\$190,798	\$190,798	\$190,798
LAKE CITY	Town Manager	Board of Trustees	01/2020	2080.00	=	N	7	3	1	\$0	\$0	\$0	\$65,000	\$65,000	\$65,000	\$65,000
LAKEWOOD	City Manager		01/2020	2080.00	=	Y	0	2	1	\$204,922	\$256,214	\$307,507	\$256,859	\$256,859	\$256,859	\$0
LAMAR	City Administrator	City Council	01/2020	2080.00	=	Y	120	13	1	\$89,135	\$108,633	\$128,131	\$93,730	\$93,730	\$93,730	\$112,511
LONE TREE	City Manager	City Council	01/2020	2080.00	=	Y	65	8	1	\$0	\$0	\$0	\$0	\$186,700	\$0	\$0
LONGMONT	City Manager	City Council	01/2020	2080.00	=	Y	817	10	1	\$0	\$0	\$0	\$242,902	\$242,902	\$242,902	\$242,902
LOUISVILLE	City Manager	Mayor and City Council	02/2020	2080.00	=	N	10	10	1	\$0	\$0	\$0	\$183,601	\$183,601	\$183,601	\$0
LOVELAND	City Manager	City Council	01/2020	2080.00	=	Y	0	11	1	\$0	\$0	\$0	\$206,107	\$206,107	\$206,107	\$0
LYONS	TOWN ADMINISTRATOR	MAYOR/COUNCIL	01/2020	2080.00	=	N	0	7	1	\$94,278	\$100,179	\$106,080	\$95,692	\$107,671	\$101,301	\$0
MANCOS	Town Administrator	Mayor and Board of Trustees	01/2020	1040.00	=	N	13	4	1	\$0	\$0	\$0	\$27,200	\$27,200	\$27,200	\$0
MANITOU SPRINGS	City Administrator	Mayor/City Council	01/2020	2080.00	=	Y	0	0	1	\$111,337	\$133,604	\$155,871	\$122,470	\$144,738	\$0	\$133,604
MEAD	Town Manager		1/2020	2080.00	=	Y	0	0	0	\$144,600	\$180,800	\$217,000	\$0	\$0	\$151,840	\$0
MEEKER	Town Administrator/Treasurer/Deputy Town Clerk	Mayor and Board of Trustees	01/2020	2080.00	>	Y	9	0	1	\$83,782	\$98,114	\$112,445	\$83,782	\$112,445	\$98,114	\$0
MINTURN	TOWN MANAGER	MAYOR/COUNCIL	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$102,731	\$102,731	\$102,731	\$0
MONTE VISTA	CITY MANAGER	City Council	01/2020	2080.00	=	Y	56	8	1	\$105,120	\$129,000	\$152,880	\$105,478	\$105,478	\$105,478	\$0
MONTROSE	City Manager	City Council	01/2020	2080.00	>	Y	180	7	1	\$125,723	\$144,674	\$163,626	\$170,000	\$160,375	\$143,049	\$0
MONUMENT	CITY/COUNTY MANAGER		01/2019	2080.00	=	N			0	\$90,712	\$115,356	\$140,000	\$125,000	\$125,000	\$125,000	\$0
MORRISON	Town Administrator	Board of Trustees	1/1/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$99,061	\$99,061	\$99,061	\$0
MOUNTAIN VILLAGE	Town Manager	Town Council	01/2020	2080.00	=	N	205	10	1	\$126,211	\$148,484	\$170,756	\$171,756	\$171,756	\$171,756	\$0
MT. CRESTED BUTTE	Town Manager	Town Council	01/2020	2080.00	=	N	0	0	1	\$90,000	\$120,000	\$150,000	\$140,000	\$140,000	\$140,000	\$0
NEW CASTLE	Town Administrator	Town Council	01/2020	2080.00	=	Y	8	0	1	\$0	\$0	\$0	\$112,630	\$112,630	\$112,630	\$0
NORTHGLENN	City Manager	City Council	01/2020	2080.00	=	N	0	0	1	\$167,800	\$209,700	\$251,600	\$167,898	\$167,898	\$167,898	\$0
OURAY	City Administrator	Mayor/Council	01/2020	2080.00	=	Y	6	6	1	\$110,578	\$132,694	\$154,810	\$110,578	\$110,578	\$110,578	\$0
PAGOSA SPRINGS	Town Manager	Town Council	01/2020	2080.00	=	Y	28	0	1	\$99,928	\$121,684	\$143,440	\$102,177	\$102,177	\$102,177	\$0

PALISADE	TOWN MANAGER		01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$92,807	\$92,807	\$92,807	\$0
PARKER	Town Administrator		01/2019	2080.00	=	N	0	0	1	\$150,200	\$199,000	\$247,800	\$192,000	\$192,000	\$192,000	\$0
PLATTEVILLE	Town Manager	Town Board	01/2020	2080.00	=	Y	30	0	1	\$0	\$0	\$0	\$98,075	\$98,075	\$98,075	\$0
PONCHA SPRINGS	Town Manager/Treasurer	Town Board	01/2020	2080.00	=	N	0	0	1	\$70,000	\$85,000	\$100,000	\$100,000	\$100,000	\$100,000	\$0
PUEBLO	MAYOR	CITY COUNCIL	01/2020	2085.00	=	Y	672	7	1	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000	\$0
RIDGWAY	Town Manager/Planner	Town Council	01/2020	2080.00	=	N	19	7	1	\$0	\$0	\$0	\$82,317	\$115,244	\$103,000	\$98,781
RIFLE	City Manager		01/2020	2080.00	=	Y			1	\$119,175	\$151,988	\$184,800	\$131,391	\$131,391	\$131,391	\$131,391
ROCKY FORD	CITY MANAGER	CITY COUNCIL	01/2020	2080.00	=	N	38	12	0	\$40,252	\$55,346	\$70,439	\$53,978	\$53,978	\$53,978	\$0
SALIDA	City Administrator	City Council and Mayor	02/2020	2080.00	=	Y	0	0	1	\$95,211	\$119,014	\$142,817	\$115,000	\$115,000	\$115,000	\$0
SEVERANCE			01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$126,000	\$126,000	\$126,000	\$0
SILT	Town Administrator	Board of Trustees	01/2020	2080.00	=	Y	0	0	1	\$69,000	\$79,750	\$90,500	\$85,000	\$85,000	\$85,000	\$0
SILVERTHORNE	Town Manager	Town Council	01/2020	2080.00	=	Y	245	8	1	\$0	\$0	\$0	\$167,678	\$167,678	\$167,678	\$0
SNOWMASS VILLAGE	CITY/COUNTY MANAGER		07/2019	2080.00	=	N			0	\$100,466	\$131,010	\$161,553	\$161,553	\$161,553	\$161,553	\$0
SOUTH FORK	Town Manager	Town Board	01/2020	2080.00	=	Y	12	5	1	\$61,200	\$71,400	\$81,600	\$61,200	\$61,200	\$61,200	\$0
SPRINGFIELD	TOWN MANAGER/CLERK	Mayor & Board	01/2020	2080.00	=	Y	15	0	1	\$45,000	\$52,500	\$60,000	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	City Manager	City Council	01/2019	2080.00	=	Y	260	9	1	\$0	\$0	\$0	\$196,266	\$196,266	\$0	\$0
STERLING	City Manager	City Council	01/2020	2080.00	=	Y	150	10	1	\$103,263	\$132,744	\$162,225	\$137,505	\$137,505	\$137,505	\$0
SUMMIT COUNTY	County Manager	Board of County Commissioners	07/2019	2080.00	=	Y	0	0	1	\$117,086	\$152,278	\$187,470	\$198,735	\$198,735	\$198,735	\$0
SUPERIOR	Town Manager	Town Board	01/2020	2080.00	>	Y	30	5	1	\$0	\$0	\$0	\$165,680	\$165,680	\$165,680	\$0
TELLURIDE	TOWN MANAGER		03/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$137,917	\$137,917	\$137,917	\$0
THORNTON	City Manager	Mayor/ City Council	01/2020	2080.00	=	Y	0	11	1	\$0	\$0	\$0	\$236,682	\$236,682	\$236,682	\$0
TRINIDAD	City Manager	City Council	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$110,000	\$110,000	\$110,000	\$0
VAIL	Town Manager		01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$183,750	\$183,750	\$183,750	\$0
WALSENBURG	CITY MANAGER	CITY COUNCIL AND MAYOR	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$67,995	\$70,640	\$70,640	\$0
WESTMINSTER	City Manager	City Council	01/2020	2085.00	=	Y	1700	12	1	\$304,000	\$304,000	\$304,000	\$304,000	\$304,000	\$304,000	\$304,000
WHEAT RIDGE	City Manager	City Council	01/2020	2080.00	=	Y	230	5	1	\$132,701	\$172,533	\$212,365	\$159,105	\$159,105	\$159,105	\$0
WIGGINS	Town Manager	Board of Trustees	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$96,500	\$96,500	\$96,500	\$96,500
WINDSOR	Town Manager	Town Board	02/2020	2080.00	=	Y	250	11	1	\$150,000	\$186,000	\$222,000	\$152,339	\$152,339	\$152,339	\$0
WINTER PARK	Town Manager	Town Council	01/2020	2080.00	=	Y	34	7	1	\$146,300	\$182,900	\$219,500	\$155,000	\$155,000	\$155,000	\$0
WOODLAND PARK	CITY MANAGER	CITY COUNCIL	01/2020	2080.00	=	Y	91	8	1	\$126,794	\$158,462	\$190,130	\$130,873	\$130,873	\$130,873	\$0
YUMA	City Manager	City Council	01/2020	2080.00	=	Y	23	7	1	\$81,500	\$90,750	\$100,000	\$88,880	\$88,880	\$88,880	\$0
Average										\$118,633	\$143,313	\$167,993	\$140,432	\$143,081	\$141,362	\$141,606

#### Job # B020 - CIVIL ENGINEER (EIT)

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Civil Engineer II	Senior Civil Engineer	01/2020	2080.00	=	Y	0	0	2	\$76,701	\$90,789	\$104,877	\$82,362	\$92,925	\$87,643	\$0
ASPEN	ENGINEERING PROJECT MANAGER I		01/2019	2080.00	=	N	0	0	0	\$58,123	\$66,950	\$75,778	\$68,494	\$68,494	\$68,494	\$0
AURORA	Engineer (AB24)	Engineering Supervisor	01/2020	2080.00	=	Y	0	0	1	\$67,250	\$82,396	\$97,543	\$60,586	\$78,971	\$77,126	\$0
BRECKENRIDGE	Civil Engineer I	Town Engineer	01/01/20	2080.00	=	N	0	0	1	\$50,500	\$61,900	\$73,300	\$63,024	\$63,024	\$63,024	\$0
BRIGHTON	Utility Staff Engineer I	Utility Engineer	03/2020	2080.00	=	Y	0	0	4	\$60,880	\$72,143	\$83,406	\$60,880	\$62,707	\$61,794	\$0
DENVER	Engineer Staff		03/2020	2080.00	=	Y	0	0	14	\$59,886	\$77,852	\$95,818	\$64,647	\$86,534	\$71,931	\$70,851
ENGLEWOOD	Engineer II		01/2019	2080.00	=	N	0	0	1	\$63,085	\$77,330	\$91,575	\$86,954	\$86,954	\$86,954	\$0
ERIE	Civil Engineer I	Town Engineer	02/2020	2080.00	=	Y	0	0	1	\$65,972	\$72,569	\$79,166	\$68,497	\$68,497	\$68,497	\$0
ESTES PARK	Civil Engineer I / Pavement Manager	Engineering Manager	01/2020	2080.00	=	Y	0	0	1	\$56,898	\$69,700	\$82,501	\$67,809	\$67,809	\$67,809	\$0
FORT COLLINS	Civil Engineer I	Varies	01/2020	2080.00	=	Y	0	0	4	\$59,119	\$78,826	\$98,532	\$70,055	\$91,015	\$80,033	\$79,426
FORT LUPTON	Staff Engineer	Director of Public Works/City Engineer	02/2020	2080.00	=	Y	0	0	1	\$47,500	\$59,375	\$71,250	\$54,621	\$54,621	\$54,621	\$0
FORT MORGAN	ENGINEER-IN-TRAINING (EIT)		3/2020	2080.00		N	0	0	1	\$51,800	\$64,800	\$77,800	\$55,262	\$55,262	\$55,262	\$0
GOLDEN	Civil Engineer	Deputy Director Public Works	1/2020	2080.00	=	Y	0	0	1	\$75,300	\$94,100	\$112,900	\$79,211	\$79,211	\$79,211	\$0
GREELEY	STAFF ENGINEER	City Engineer	01/2020	2080.00	=	Y	0	0	3	\$69,266	\$83,119	\$96,972	\$69,264	\$72,467	\$70,410	\$0
LAFAYETTE	Civil Engineer EIT	PW Director	01/2020	2080.00	=	Y	0	0	0	\$63,239	\$79,049	\$94,859	\$0	\$0	\$0	\$0
LAKEWOOD	Civil Engineer I		01/2020	2080.00	=	Y	0	0	0	\$67,538	\$81,026	\$94,515	\$0	\$0	\$0	\$0
LOVELAND	Staff Engineer	Senior Civil Engineer	01/2020	2080.00	=	Y	0	0	1	\$58,100	\$74,100	\$90,100	\$87,360	\$87,360	\$87,360	\$0
NORTHGLENN	Civil Engineer I	Director of Public Works	01/2020	2080.00	=	Y	0	0	2	\$66,600	\$81,580	\$96,560	\$66,601	\$70,803	\$68,702	\$0
PUEBLO	ASSOCIATE ENGINEER II / ASSOCIATE ENGINEER II SW	VARIOUS	01/2020	2085.00	=	N	0	0	2	\$49,065	\$55,804	\$62,543	\$62,543	\$62,543	\$62,543	\$0
STEAMBOAT SPRINGS	Staff Engineer	City Engineer	01/2019	2080.00	=	Y	0	0	2	\$66,526	\$81,493	\$96,460	\$81,391	\$90,640	\$0	\$0
THORNTON	Project Manager II	Senior Civil Engineer	01/2020	2080.00	=	Y	0	0	6	\$81,659	\$94,724	\$107,790	\$85,344	\$107,790	\$93,143	\$0
WESTMINSTER	Engineer	City Engineer	01/2020	2085.00	=	Y	0	0	3	\$72,254	\$81,286	\$90,318	\$72,254	\$90,318	\$79,220	\$75,087
WHEAT RIDGE	Civil Engineer	Engineering Manager	01/2020	2080.00	=	Y	0	0	1	\$59,428	\$71,356	\$83,285	\$85,594	\$85,594	\$85,594	\$0
Average										\$62,899	\$76,186	\$89,472	\$71,083	\$77,311	\$73,469	\$75,121

#### Job # B021 - CIVIL ENGINEER (PE)

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Civil Engineer III	Civil Engineer IV	01/2020	2080.00	=	Y	0	0	3	\$84,755	\$100,322	\$115,890	\$91,011	\$99,691	\$95,830	\$0

ASPEN	Engineer Project Manager II		01/2019	2080.00	=	N	0	0	1	\$68,057	\$81,838	\$95,620	\$0	\$0	\$0	\$0
AURORA	Project Engineer (AC24)	Engineering Supervisor	01/2020	2080.00	=	Y	0	0	14	\$73,120	\$89,606	\$106,092	\$85,551	\$104,121	\$95,856	\$0
BRIGHTON	Staff Engineer, Utilities Engineer		03/2020	2080.00	=	N	0	0	1	\$79,616	\$94,345	\$109,074	\$100,000	\$100,000	\$100,000	\$0
BUENA VISTA	Engineer		01/2020	2080.00	=	N	0	0	1	\$61,147	\$72,884	\$84,620	\$70,105	\$70,105	\$70,105	\$0
COLORADO SPRINGS	Senior Civil Engineer	Engineering Manager	02/2020	2080.00	=	Y	0	0	3	\$69,031	\$82,994	\$96,958	\$73,225	\$84,987	\$79,701	\$0
COMMERCE CITY	Civil Engineer II	City Engineer	01/2020	2080.00	=	Y	0	0	1	\$67,714	\$84,643	\$101,572	\$80,000	\$80,000	\$80,000	\$0
DENVER	Engineer		03/2020	2080.00	=	Y	0	0	30	\$73,157	\$95,104	\$117,051	\$78,777	\$117,051	\$92,322	\$92,234
DURANGO	Senior Civil Engineer	See Comments	01/2020	2080.00	=	Y	1	1	2	\$71,979	\$86,374	\$100,770	\$71,979	\$87,255	\$79,617	\$79,617
ERIE	Civil Engineer II	Town Engineer	02/2020	2080.00	=	Y	0	0	3	\$70,920	\$85,104	\$99,288	\$84,456	\$99,288	\$90,824	\$88,728
EVANS	Civil Engineer		01/2020	2080.00	=	N	0	0	2	\$68,495	\$85,593	\$102,691	\$91,078	\$106,830	\$98,954	\$98,954
FORT COLLINS	Civil Engineer III	Varies	01/2020	2080.00	=	Y	0	0	21	\$76,342	\$101,789	\$127,236	\$96,913	\$112,941	\$105,825	\$104,384
FREDERICK	Civil Engineer II	Engineering Director	01/2020	2080.00	=	Y	0	0	0	\$72,000	\$87,840	\$103,680	\$0	\$0	\$0	\$0
FRUITA	Civil Engineer	City Engineer	01/2020	2080.00	=	Y	0	0	1	\$66,748	\$72,638	\$78,528	\$70,567	\$70,567	\$70,567	\$0
GLENWOOD SPRINGS	Assist City Engineer	City Engineer	01/2020	2080.00	=	N	0	0	2	\$77,868	\$95,337	\$112,806	\$85,490	\$93,170	\$89,330	\$0
GRAND JUNCTION	Project Engineer	Engineering Manager	01/2020	2080.00	=	Y	0	0	7	\$76,933	\$92,320	\$107,707	\$82,846	\$91,457	\$87,428	\$0
GREELEY	CIVIL ENGINEER	City Engineer	01/2020	2080.00	=	Y	0	0	4	\$78,299	\$95,916	\$113,534	\$79,608	\$95,902	\$87,795	\$0
GREENWOOD VILLAGE	Project Manager II	Public Works Manager	01/2020	2080.00	=	Y	0	0	2	\$71,340	\$86,916	\$102,491	\$89,232	\$101,441	\$95,336	\$0
GUNNISON	City Engineer	Public Works Director	01/2020	2080.00	=	Y	0	0	1	\$88,500	\$104,000	\$119,500	\$109,167	\$109,167	\$109,167	\$0
LAFAYETTE	Civil Engineer PE	PW Director	01/2020	2080.00	=	Y	0	0	0	\$82,426	\$103,032	\$123,639	\$0	\$0	\$0	\$0
LAKEWOOD	Civil Engineer III		01/2020	2080.00	=	Y	0	0	6	\$89,835	\$108,056	\$126,277	\$113,214	\$122,803	\$116,199	\$0
LONGMONT	Civil Engineer II		01/2020	2080.00	=	N	0	0	6	\$85,070	\$93,577	\$102,084	\$90,738	\$100,779	\$96,578	\$96,578
LOUISVILLE	Civil Engineer III	Director of Public Works	02/2020	2080.00	=	Y	0	0	2	\$72,508	\$84,198	\$95,888	\$93,600	\$103,750	\$98,675	\$0
LOVELAND	Civil Engineer I	Varies by department	01/2020	2080.00	=	Y	0	0	6	\$65,100	\$83,000	\$100,900	\$75,899	\$99,236	\$89,221	\$0
NORTHGLENN	Civil Engineer II	Director of Public Works	1/2020	2080.00	=	Y	12	0	1	\$80,000	\$100,000	\$120,000	\$83,844	\$83,844	\$83,844	\$0
PUEBLO	CIVIL ENGINEER/CONST	ENGINEERING MANAGER	01/2020	2085.00	>	Y	6	4	1	\$80,104	\$89,002	\$97,899	\$97,899	\$97,899	\$97,899	\$0
SUPERIOR	Civil Engineer	Public Works and Utilities Director	01/2020	2080.00	=	Y	2	2	1	\$71,214	\$95,602	\$119,991	\$96,399	\$96,399	\$96,399	\$0
THORNTON	Civil Engineer	varies based on department/division	01/2020	2080.00	=	Y	0	0	4	\$87,375	\$101,355	\$115,335	\$94,023	\$104,106	\$99,652	\$0
VAIL	Engineer III		01/2020	2080.00	=	Y	0	0	1	\$73,090	\$91,355	\$109,620	\$0	\$0	\$0	\$0
WHEAT RIDGE	Civil Engineer II	Engineering Manager	01/2020	2080.00	=	Y	0	1	2	\$70,185	\$87,758	\$105,330	\$103,512	\$103,512	\$103,512	\$0
WINDSOR	Civil Engineer	Director of Engineering	02/2020	2080.00	=	Y	0	0	4	\$71,500	\$89,400	\$107,300	\$85,608	\$95,345	\$88,452	\$0

<b>Average</b>										<b>\$74,982</b>	<b>\$91,029</b>	<b>\$107,076</b>	<b>\$87,953</b>	<b>\$97,468</b>	<b>\$92,559</b>	<b>\$93,416</b>
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#### Job # B021.55 - CIVIL ENGINEER /SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Senior	Engineering Services Manager	01/2020	2080.00	=	Y	0	0	2	\$99,406	\$117,664	\$135,921	\$113,518	\$120,431	\$116,975	\$0
ASPEN	Engineering/Utilities Project Manager III	Stormwater Manager	01/2019	2080.00	=	N	0	0	0	\$75,605	\$87,088	\$98,571	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Engineering Manager		02/2020	2080.00	=	N	0	0	2	\$111,316	\$133,833	\$156,350	\$131,040	\$134,064	\$132,552	\$0
DENVER	Engineer-Architect Supervisor		03/2020	2080.00	=	Y	0	0	27	\$95,535	\$124,196	\$152,856	\$109,121	\$152,856	\$134,887	\$135,168
ESTES PARK	Engineering Manager	Public Works Director	01/2020	2080.00	=	Y	1	1	1	\$76,457	\$93,661	\$110,864	\$101,514	\$101,514	\$101,514	\$0
FORT COLLINS	Manager, Civil Engineering		01/2020	2080.00	=	Y	0	0	4	\$80,730	\$107,640	\$134,550	\$99,978	\$112,476	\$106,547	\$103,753
LONGMONT	PWNR Engineering Administrator	PWNR Director of Engineering Services	01/2020	2080.00	=	Y	2	0	3	\$109,650	\$120,615	\$131,580	\$123,053	\$125,916	\$124,007	\$123,053
PUEBLO	ENGINEERING MANAGER	DIRECTOR/PUBLIC WORKS	01/2020	2085.00	=	Y	0	0	0	\$94,730	\$110,034	\$125,337	\$0	\$0	\$0	\$0
STERLING	City Engineer	Public Works Director	01/2020	2080.00	=	Y	0	0	1	\$83,042	\$100,652	\$118,263	\$80,623	\$80,623	\$80,623	\$0
THORNTON	Senior Civil Engineer	varies by department	01/2020	2080.00	=	Y	0	0	5	\$93,491	\$108,450	\$123,408	\$107,822	\$112,258	\$110,287	\$0
WHEAT RIDGE	Engineering Manager	Public Works Director	01/2020	2080.00	=	Y	0	2	1	\$84,913	\$98,364	\$111,814	\$119,314	\$119,314	\$119,314	\$0
WINDSOR	Engineering Manager	Community Development Director	02/2020	2080.00	=	N	4	0	1	\$82,400	\$103,000	\$123,600	\$97,850	\$97,850	\$97,850	\$0
<b>Average</b>										<b>\$90,606</b>	<b>\$108,766</b>	<b>\$126,926</b>	<b>\$108,383</b>	<b>\$115,730</b>	<b>\$112,456</b>	<b>\$120,658</b>

#### Job # B017 - CODE ENFORCEMENT OFFICER I

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	CODE ENFORCEMENT OFFICER	POLICE CAPTAIN	01/2020	2080.00	=	N	0	0	3	\$37,435	\$44,924	\$52,413	\$37,440	\$41,329	\$38,736	\$37,440
AURORA	Code Enforcement Officer (BB12)	Neighborhood Support Supervisor	01/2020	2080.00	=	N	0	0	11	\$45,119	\$54,074	\$63,029	\$46,338	\$55,707	\$52,150	\$0
BENNETT	Code Enforcement/Animal Control Officer	Community Development Manager	01/2020	2080.00	=	N	0	0	1	\$39,963	\$47,868	\$55,773	\$39,963	\$55,773	\$47,868	\$47,868
BERTHOUD	Code Enforcement Officer	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$37,276	\$43,092	\$48,909	\$40,144	\$40,144	\$40,144	\$0
BROOMFIELD	Code Compliance Officer		01/2020	2080.00	=	N	0	0	2	\$46,176	\$55,068	\$63,960	\$63,960	\$63,960	\$63,960	\$0
CANON CITY	Code Enforcement Officer	Community Development Director	01/2019	2080.00	=	N	0	0	1	\$35,147	\$41,350	\$47,552	\$38,339	\$38,339	\$38,339	\$0
CASTLE ROCK	CODE COMPLIANCE OFFICER		01/2020	2080.00	=	N	0	0	1	\$50,877	\$59,790	\$68,702	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	CODE ENFORCEMENT OFFICER I	Police Support Supervisor	01/2020	2080.00	=	N	0	0	1	\$47,824	\$56,330	\$64,835	\$64,835	\$64,835	\$64,835	\$0
COLORADO	Code Enforcement Officer	Code Enforcement Supervisor	02/2020	2080.00	=	N	0	0	8	\$47,919	\$57,612	\$67,305	\$47,919	\$52,370	\$50,412	\$0

SPRINGS																
COMMERCE CITY	Neighborhood Services Inspector	Neighborhood Services Supervisor	01/2020	2080.00	=	N	0	0	6	\$43,786	\$54,732	\$65,679	\$50,354	\$61,557	\$54,884	\$0
CORTEZ	Code Enforcement/Plumbing Inspection	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$36,296	\$44,502	\$52,707	\$44,096	\$44,096	\$44,096	\$0
CRESTONE	Code Enforcement Officer	Town clerk	01/2020	560.00	=	N	0	0	0	\$4,500	\$7,650	\$10,800	\$0	\$0	\$0	\$0
DACONO	CODE ENFORCEMENT OFFICER	Police Sergeant	01/2020	2080.00	=	N	0	0	2	\$40,582	\$49,698	\$58,813	\$46,748	\$53,560	\$50,154	\$0
DELTA	Code Enforcement Officer	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$42,996	\$49,851	\$56,706	\$47,478	\$47,478	\$47,478	\$0
DENVER	Associate City Inspector		03/2020	2080.00	=	N	0	0	24	\$43,930	\$54,038	\$64,147	\$51,906	\$64,147	\$56,146	\$54,038
ENGLEWOOD	Code Enforcement Officer	Police Sergeant	01/2019	2080.00	=	N	0	0	4	\$41,412	\$49,654	\$57,896	\$45,988	\$57,998	\$50,714	\$0
ERIE	CODE ENFORCEMENT OFFICER I		02/2020	2080.00		N	0	0	0	\$47,066	\$54,362	\$61,657	\$0	\$0	\$0	\$0
ESTES PARK	CODE COMPLIANCE OFFICER	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$52,425	\$61,599	\$70,773	\$53,754	\$53,754	\$53,754	\$0
EVANS	Code Enforcement Officer		01/2020	2080.00		N	0	0	1	\$51,191	\$62,676	\$74,160	\$55,360	\$55,360	\$55,360	\$55,360
FIRESTONE	Community Services Officer I	Police Chief	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$41,593	\$54,071	\$41,593	\$41,593
FORT COLLINS	Inspector, Code Compliance	Senior Supervisor, Code Compliance	01/2020	2080.00	=	N	0	0	3	\$40,882	\$51,102	\$61,323	\$51,723	\$59,280	\$54,587	\$50,216
FORT LUPTON	Code Enforcement Officer	Planning Director	02/2020	2080.00	=	N	0	0	1	\$38,480	\$46,176	\$53,872	\$44,990	\$44,990	\$44,990	\$0
FORT MORGAN	Code Enforcement Officer	Police LT	3/2020	2080.00	=	N	0	0	2	\$36,000	\$45,000	\$54,000	\$43,325	\$50,241	\$46,783	\$0
FREDERICK	Community Service Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	1	\$39,866	\$44,162	\$48,458	\$47,917	\$47,917	\$47,917	\$0
FRUITA	Code Enforcement Officer	Planning & Development Director	01/2020	2080.00	<	N	0	0	1	\$39,037	\$42,482	\$45,926	\$41,330	\$41,330	\$41,330	\$0
GLENWOOD SPRINGS	Code Enforcement Officer		01/2020	2080.00	=	N	0	0	2	\$41,912	\$50,315	\$58,718	\$47,510	\$52,992	\$50,251	\$0
GOLDEN	Code Enforcement Officer	Sergeant	1/2020	2080.00	=	N	0	0	2	\$45,600	\$54,750	\$63,900	\$45,600	\$45,600	\$45,600	\$0
GRANBY	CODE ENFORCEMENT OFFICER		01/2020	2080.00	=	N	0	0	1	\$39,008	\$46,007	\$53,006	\$44,728	\$44,728	\$44,728	\$0
GRAND JUNCTION	Code Compliance Officer	Police Commander	01/2020	2080.00	=	N	0	0	2	\$44,554	\$53,465	\$62,376	\$57,033	\$57,033	\$57,033	\$0
GREELEY	CODE COMPLIANCE INSP	Code Enforcement Inspector II	01/2020	2080.00	<	N	0	0	6	\$47,903	\$57,484	\$67,065	\$47,902	\$57,491	\$51,906	\$0
GREENWOOD VILLAGE	CODE ENFORCEMENT OFFICER I		01/2020	2080.00					2	\$45,721	\$55,016	\$64,312	\$64,126	\$64,313	\$64,219	\$0
IDAHO SPRINGS	CODE COMPLIANCE OFFICER		01/2020	2080.00		N	0	0	1	\$39,575	\$47,644	\$55,714	\$41,621	\$41,621	\$41,621	\$0
LA JUNTA	Code Enforcement Officer		01/2020	2080.00		N			1	\$33,405	\$36,998	\$40,591	\$34,519	\$34,519	\$34,519	\$0
LAFAYETTE	Neighborhood Services Specialist	Planning and Building Director	01/2020	2080.00	=	N	0	0	1	\$42,014	\$52,518	\$63,021	\$45,198	\$45,198	\$45,198	\$45,198
LAKEWOOD	Code Enforcement Officer		01/2020	2080.00	=	N	0	0	3	\$46,176	\$55,401	\$64,626	\$61,298	\$64,813	\$62,532	\$0
LAMAR	Code Enforcement/Animal Control Officer	Code Enforcement Supervisor	01/2020	2080.00	=	N	0	0	1	\$29,020	\$35,368	\$41,716	\$29,308	\$29,308	\$29,308	\$36,630
LAVETA	Code Enforcement/Meter Reader/Park Maintenance		01/2019	0.00	=	N	0	0	1	\$0	\$0	\$0	\$28,695	\$28,695	\$28,695	\$0
LONGMONT	Code Enforcement Inspector	Code Enforcement Supervisor	01/2020	2080.00	=	N	0	0	4	\$52,212	\$57,434	\$62,655	\$58,007	\$58,596	\$58,301	\$58,594
LOVELAND	Code Administrator	CHIEF BUILDING OFFICIAL	01/2020	2080.00	=	N	0	0	2	\$45,600	\$55,800	\$66,000	\$65,769	\$65,769	\$65,769	\$0
LYONS	Code Compliance Officer		01/2020	2080.00	=	N	0	0	0	\$44,963	\$52,842	\$60,720	\$45,637	\$61,631	\$46,446	\$0
MEAD	Code Enforcement Officer I		1/2020	2080.00		N			0	\$0	\$0	\$0	\$0	\$0	\$45,988	\$0
MONTE VISTA	CODE ENFORCEMENT OFFICER	Police Chief	01/2020	2080.00	=	N	0	0	1	\$31,680	\$37,320	\$42,960	\$31,678	\$31,678	\$31,678	\$0
MONUMENT	Code Enforcement	Town Manager	01/2019	0.00	=	N	0	0	0	\$48,000	\$56,500	\$65,000	\$48,000	\$48,000	\$48,000	\$0
NORTHGLENN	Neighborhood Services Officer	Neighborhood Services Officer Supervisor	01/2020	2080.00	=	N	0	0	5	\$47,300	\$58,000	\$68,700	\$47,548	\$50,481	\$48,231	\$0
PARKER	Community Services Officer		01/2019	2080.00	=	N	0	0	3	\$47,600	\$59,800	\$72,000	\$45,094	\$52,000	\$48,144	\$0
PLATTEVILLE	Police Office Assistant/Code Enforcement	Police Chief	01/2020	495.00	>	N	0	0	1	\$0	\$0	\$0	\$8,747	\$8,747	\$8,747	\$0
PUEBLO	CODE ENFORCEMENT OFFICER	CODE ENFORCEMENT MANAGER	01/2020	2085.00	=	N	0	0	6	\$38,801	\$43,668	\$48,536	\$38,801	\$48,536	\$43,176	\$0
SALIDA	CODE ENFORCEMENT OFFICER I	POLICE CHIEF	02/2020	2080.00	=	N	0	0	1	\$33,904	\$42,380	\$50,857	\$43,733	\$43,733	\$43,733	\$0
SEVERANCE			01/2020	2080.00		N			1	\$0	\$0	\$0	\$43,466	\$43,466	\$43,466	\$0
STEAMBOAT SPRINGS	Code Enforcement Officer	Director of Community Development	01/2019	2080.00	=	N	0	0	1	\$41,306	\$50,600	\$59,894	\$50,600	\$50,600	\$0	\$0
STERLING	Code Enforcement Officer	Code Enforcement Supervisor	01/2020	2080.00	=	N	0	0	1	\$39,808	\$44,895	\$49,982	\$37,492	\$37,492	\$37,492	\$0
SUPERIOR	Code Enforcement Officer		01/2020	2080.00	=	N	0	0	1	\$42,934	\$53,534	\$64,134	\$57,792	\$57,792	\$57,792	\$0
THORNTON	Code Compliance Officer	Code Compliance Supervisor	01/2020	2080.00	=	N	0	0	7	\$50,853	\$58,990	\$67,126	\$51,854	\$67,126	\$55,853	\$0
VAIL	Code Enforcement Officer		01/2020	2080.00		N			6	\$50,120	\$59,641	\$69,163	\$49,379	\$55,952	\$51,345	\$0
WELLINGTON	Neighborhood Services Officer	Planning Director	01/2020	2080.00	=	N	0	0	1	\$43,985	\$54,982	\$65,978	\$53,000	\$53,000	\$53,000	\$0
WESTMINSTER	Code Enforcement Officer	Code Enforcement Supervisor	01/2020	2085.00	=	N	0	0	3	\$50,437	\$57,496	\$64,554	\$59,944	\$64,554	\$63,017	\$64,554
WHEAT RIDGE	Community Services Officer	Code Enforcement Supervisor	01/2020	2080.00	=	N	0	0	3	\$41,536	\$50,855	\$60,174	\$47,870	\$49,307	\$48,589	\$0
WOODLAND PARK	CODE ENFORCEMENT OFFICER I	PLANNING DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$47,137	\$55,419	\$63,701	\$47,137	\$47,137	\$47,137	\$0
Average										\$42,250	\$50,432	\$58,615	\$46,752	\$50,188	\$47,921	\$49,149

**Job # B017.5 - CODE ENFORCEMENT OFFICER II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Code Enforcement Officer	Code Enforcement Manager	01/2020	2080.00	=	N	0	0	3	\$48,513	\$57,424	\$66,334	\$52,094	\$58,775	\$55,978	\$0
AURORA	Sr. Code Enforcement Officer (BC12)	Neighborhood Support Supervisor	01/2020	2080.00	=	N	0	0	6	\$53,046	\$63,651	\$74,256	\$53,079	\$57,446	\$67,380	\$0
BRIGHTON	Community Service Officer	Community Service Officer Supervisor	03/2020	2080.00	=	N	0	0	6	\$48,489	\$57,459	\$66,429	\$48,489	\$66,102	\$58,656	\$0
BUENA VISTA	CODE/ZONING ENFORCEMENT OFFICER		01/2020	2080.00	=	N	0	0	1	\$37,660	\$45,005	\$52,350	\$43,285	\$43,285	\$43,285	\$0
CENTRAL CITY	HISTORIC PRESERVATION/CODE COMPLIANCE OFFICER	COMMUNITY SERVICE COORDINATOR	01/2020	2080.00	=	N	0	0	0	\$53,033	\$62,314	\$71,595	\$0	\$0	\$0	\$0
COLORADO	Senior Code Enforcement Officer		02/2020	2080.00	=	N	0	0	1	\$52,232	\$62,798	\$73,363	\$60,049	\$60,049	\$60,049	\$0

SPRINGS																
DENVER	Senior City Inspector		03/2020	2080.00	=	N	0	0	9	\$48,006	\$59,051	\$70,096	\$55,619	\$70,096	\$63,238	\$61,152
DURANGO	Code Compliance Officer	Community Development Assistant Director	01/2020	2080.00	=	N	0	0	1	\$46,364	\$55,636	\$64,909	\$55,277	\$55,277	\$55,277	\$0
ERIE	CODE ENFORCEMENT OFFICER II		02/2020	2080.00		N	0	0	0	\$54,391	\$62,822	\$71,252	\$0	\$0	\$0	\$0
FIRESTONE	CODE ENFORCEMENT OFFICER II		01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$55,361	\$71,969	\$61,203	\$61,203
FOUNTAIN	CODE COMPLIANCE OFFICER	Code Compliance Supervisor	02/2020	2080.00	=	N	0	0	1	\$44,112	\$53,817	\$63,522	\$44,994	\$64,792	\$53,994	\$0
GRAND LAKE	Code Enforcement Administrator	Town Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$43,639	\$43,639	\$43,639	\$43,639
GYPSUM	CODE ENFORCEMENT OFFICER		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$54,350	\$54,350	\$54,350	\$0
LONE TREE	Community Zoning Enforcement Coordinator	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$48,200	\$59,000	\$69,800	\$0	\$62,108	\$0	\$0
LOUISVILLE	Code Enforcement Officer	Division Commander	02/2020	2080.00	=	N	0	0	2	\$45,281	\$52,582	\$59,883	\$45,739	\$59,883	\$52,811	\$0
MANITOU SPRINGS	CODE ENFORCEMENT	PLANNING DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$46,027	\$56,552	\$67,078	\$51,290	\$61,816	\$0	\$56,553
MONTROSE	Code Enforcement Officer	Police Commander	01/2020	2080.00	>	N	0	0	1	\$42,274	\$50,814	\$59,353	\$42,204	\$49,570	\$45,922	\$0
RANGELY	CODE ENFORCEMENT OFFICER		01/2020	2080.00	=	N	0	0	1	\$38,760	\$43,860	\$48,960	\$38,760	\$48,960	\$45,900	\$0
STEAMBOAT SPRINGS	Community Service Supervisor	Police sergeant	01/2019	2080.00	=	N	10	10	1	\$43,976	\$52,340	\$60,705	\$49,129	\$49,129	\$0	\$0
STERLING	Code Enforcement Supervisor	Public Works Director	01/2020	2080.00	=	Y	1	0	1	\$47,995	\$59,884	\$71,772	\$52,915	\$52,915	\$52,915	\$0
SUMMIT COUNTY	Code Enforcement Officer	Planning Manager	07/2019	1040.00	=	N	0	0	1	\$24,953	\$30,568	\$36,182	\$32,392	\$32,392	\$32,392	\$0
WHEAT RIDGE	CODE ENFORCEMENT OFFICER II		01/2020	2080.00		N	0	0	2	\$46,009	\$56,340	\$66,670	\$58,561	\$58,561	\$58,561	\$0
Average										\$45,754	\$54,838	\$63,922	\$49,328	\$56,056	\$53,268	\$55,637

**Job # B017.55 - CODE ENFORCEMENT SUPERVISOR/MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Code Enforcement Supervisor (AD12)	Manager of Neighborhood Support	01/2020	2080.00	=	N	0	0	3	\$61,487	\$75,294	\$89,102	\$66,635	\$70,749	\$75,313	\$0
BRIGHTON	Community Service Officer Supervisor	Commander	03/2020	2080.00	=	N	0	0	1	\$51,911	\$61,514	\$71,118	\$52,964	\$52,964	\$52,964	\$0
BROOMFIELD	Code Compliance Manager		01/2020	2080.00					1	\$79,456	\$94,276	\$109,096	\$85,613	\$85,613	\$85,613	\$0
CANON CITY	Neighborhood Partnership Supervisor	Police Chief	01/2019	2080.00	=	N	0	0	0	\$42,824	\$50,380	\$57,937	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Code Enforcement Supervisor		02/2020	2080.00	=	Y	0	0	3	\$62,145	\$74,716	\$87,286	\$67,800	\$74,092	\$70,077	\$0
COMMERCE CITY	Neighborhood Services Supervisor	Chief Building Official	01/2020	2080.00	=	Y	6	6	1	\$60,607	\$75,759	\$90,911	\$88,497	\$88,497	\$88,497	\$0
DENVER	Chief Inspector		03/2020	2080.00			0	0	6	\$53,694	\$69,802	\$85,910	\$73,275	\$80,003	\$77,043	\$77,663
ERIE	Code Enforcement Officer III	Deputy Chief of Police	02/2020	2080.00	<	N	0	0	1	\$61,342	\$67,476	\$73,611	\$70,013	\$70,013	\$70,013	\$0
FOUNTAIN	CODE COMPLIANCE SUPERVISOR	OEM Risk Manager	02/2020	2080.00	=	N	3	3	1	\$48,634	\$59,334	\$70,033	\$49,607	\$71,434	\$59,528	\$0
GREELEY			01/2020	2080.00					1	\$65,358	\$78,429	\$91,501	\$78,437	\$78,437	\$78,437	\$0
LAMAR	Code Enforcement/Animal Control Supervisor	Chief of Police	01/2020	2080.00	=	N	1	1	1	\$37,037	\$45,139	\$53,241	\$40,106	\$40,106	\$40,106	\$46,751
LONGMONT	Code Enforcement Manager	Community & Neighborhood Resources Supervisor	01/2020	2080.00	=	N	4	3	1	\$69,317	\$76,248	\$83,180	\$77,790	\$77,790	\$77,790	\$77,790
PUEBLO	CODE ENFORCEMENT MANAGER	POLICE CAPTAIN	01/2020	2085.00	=	Y	8	8	1	\$71,232	\$79,119	\$87,006	\$76,434	\$76,434	\$76,434	\$0
THORNTON	Code Compliance Supervisor	Planning Director	01/2020	2080.00	=	Y	9	9	1	\$76,317	\$88,528	\$100,738	\$81,274	\$81,274	\$81,274	\$0
WESTMINSTER	Code Enforcement Supervisor	Deputy Police Chief	01/2020	2085.00	=	N	7	7	1	\$67,348	\$76,778	\$86,209	\$82,055	\$82,055	\$82,055	\$82,055
WHEAT RIDGE	Community Services Unit Supervisor	Police Commander	01/2020	2080.00	=	N	5	5	1	\$51,096	\$59,190	\$67,285	\$71,104	\$71,104	\$71,104	\$0
Average										\$59,988	\$70,749	\$81,510	\$70,774	\$73,371	\$72,417	\$71,065

**Job # B066.5 - COMMUNICATIONS MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Community Relations Director	Assistant City Manager	01/2019	2080.00	=	N	0	0	0	\$68,057	\$81,838	\$95,620	\$91,000	\$91,000	\$91,000	\$0
AVON	COMMUNICATIONS & MARKETING MANAGER	Deputy Town Manager	01/2020	2080.00	=	Y	0	2	1	\$55,093	\$66,686	\$78,279	\$78,279	\$78,279	\$78,279	\$0
BENNETT	Public Relations Coordinator	Assistant to the Town Administrator	01/2020	2080.00	=	N	0	0	1	\$45,300	\$58,921	\$72,542	\$45,300	\$72,542	\$58,921	\$58,921
BRECKENRIDGE	Communication & Marketing Coordinator	Municipal Clerk	01/01/20	2080.00	=	Y	1	1	1	\$45,300	\$55,500	\$65,700	\$61,772	\$61,772	\$61,772	\$0
BROOMFIELD	Director of Communications and Govtl Affairs		01/2020	2080.00					0	\$108,576	\$127,764	\$146,952	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Chief Communications Officer		02/2020	2080.00	=	N	0	0	1	\$117,877	\$141,722	\$165,566	\$140,000	\$140,000	\$140,000	\$0
DENVER	Marketing and Communications Director		03/2020	2080.00	=	Y	0	0	7	\$99,649	\$129,544	\$159,438	\$105,832	\$157,249	\$132,808	\$138,629
ERIE	Communications and Marketing Coordinator	Deputy Town Administrator	02/2020	2080.00	=	N	0	0	1	\$81,957	\$98,348	\$114,739	\$83,430	\$83,430	\$83,430	\$0
FREDERICK	Communications & Engagement Manager	Deputy Town Manager	01/2020	2080.00	=	Y	0	1	1	\$70,000	\$85,400	\$100,800	\$73,500	\$73,500	\$73,500	\$0
FRISCO	Marketing and Communications Director	Town Manager	01/2020	2080.00	=	Y	2	2	1	\$86,764	\$112,793	\$138,822	\$100,406	\$100,406	\$100,406	\$0
GOLDEN	Communications Manager/PIO	City Manager	1/2020	2080.00	=	Y	0	0	1	\$75,300	\$94,100	\$112,900	\$100,700	\$100,700	\$100,700	\$0
GYPSUM	Communications and Marketing Manager	Town Manager	01/2020	2080.00	=	N	1	1	1	\$0	\$0	\$0	\$67,933	\$67,933	\$67,933	\$0
LONE TREE	Communications Manager	City Manager	01/2020	2080.00	=	Y	0	0	1	\$64,800	\$81,000	\$97,200	\$0	\$0	\$0	\$0
LONGMONT	Communications Manager	Assistant City Manager	01/2020	2080.00	=	Y	2	0	1	\$93,238	\$102,562	\$111,886	\$104,632	\$104,632	\$104,632	\$104,632

LOVELAND	Communications Manager - Police Lieutenant	Informaiton Servies Division Commander - Captain	01/2020	2080.00	=	Y	0	0	1	\$86,900	\$113,000	\$139,100	\$122,636	\$122,636	\$122,636	\$0
LYONS	Communications/Webmaster	Director Community Programs/Relations	01/2020	2080.00	=	N	0	0	0	\$35,173	\$42,336	\$49,498	\$35,701	\$50,240	\$40,113	\$0
MONTROSE	Communications Manager	Business Innovation Tourism Director	01/2020	2080.00						\$58,131	\$70,520	\$82,910	\$60,000	\$75,500	\$66,815	\$0
NORTHGLENN	Director of Communications	City Manager	01/2020	2080.00	=	N	1	1	1	\$116,000	\$145,000	\$174,000	\$127,338	\$127,338	\$127,338	\$0
SILVERTHORNE	Marketing Coordinator	Marketing & Culture Manager	01/2020	2080.00		Y	0	0	1	\$57,582	\$67,179	\$76,775	\$57,582	\$57,582	\$57,582	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$60,476	\$74,084	\$87,691	\$87,691	\$87,691	\$0	\$0
THORNTON	Communications Director	Assistant City Manager	01/2020	2080.00	=	Y	7	3	1	\$122,548	\$142,156	\$161,763	\$146,880	\$146,880	\$146,880	\$0
WINDSOR	PUBLIC RELATIONS / MARKETING MANAGER		02/2020	2080.00		N			1	\$71,500	\$89,400	\$107,300	\$75,115	\$75,115	\$75,115	\$0

**Average**

**\$77,153 \$94,279 \$111,404 \$88,286 \$93,721 \$91,045 \$100,727**

**Job # M12 / S14 - COMMUNITY DEVELOPMENT DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Director of Community and Economic Development	Deputy City Manager	01/2020	2080.00	>	Y	0	0	1	\$132,560	\$156,468	\$180,375	\$155,921	\$155,921	\$155,921	\$0
ASPEN	COMMUNITY DEVELOPMENT DIRECTOR		01/2019	2080.00		N			1	\$115,154	\$138,472	\$161,791	\$133,752	\$133,752	\$133,752	\$0
AURORA	Manager of Community Development	Director of Neighborhood Services	01/2020	2080.00	=	Y	10	6	1	\$63,382	\$83,982	\$104,581	\$111,702	\$111,702	\$111,702	\$0
BENNETT	Community Development Manager	Deputy Town Administrator	01/2020	2080.00	=	N	3	0	1	\$74,510	\$94,274	\$114,039	\$74,510	\$114,039	\$94,274	\$94,274
BRECKENRIDGE	Director of Community Development	Assistant Town Manager	01/01/20	2080.00	=	N	0	0	1	\$100,700	\$125,900	\$151,100	\$137,430	\$137,430	\$137,430	\$0
BRIGHTON	Community Development Dir.		03/2020	2080.00	=	Y	0	0	1	\$124,981	\$148,110	\$171,238	\$166,866	\$166,866	\$166,866	\$0
BROOMFIELD	Director of Community Development	Deputy City and County Manager	01/2020	2080.00	=	Y	30	5	1	\$121,160	\$142,532	\$163,904	\$150,925	\$150,925	\$150,925	\$0
BUENA VISTA	Principal Planner		01/2020	2080.00	=	Y	0	0	0	\$65,456	\$78,020	\$90,584	\$0	\$0	\$0	\$0
CANON CITY	Community Development Director	City Administrator	01/2019	2080.00	=	Y	4	0	1	\$81,377	\$95,738	\$110,098	\$106,886	\$106,886	\$106,886	\$0
CASTLE ROCK	DEVELOPMENT SERVICES DIRECTOR		01/2020	2080.00	=	Y	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
CENTRAL CITY	COMMUNITY DEVELOPMENT DIRECTOR	CITY MANAGER	01/2020	2080.00	=	N	0	0	0	\$86,902	\$102,110	\$117,317	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	Director of Community Development	City Manager	01/2020	2080.00	=	Y	2	2	1	\$106,659	\$133,312	\$159,964	\$133,365	\$133,365	\$133,365	\$0
COLORADO SPRINGS	Community Development Director		02/2020	2080.00	=	N	0	0	1	\$145,237	\$174,616	\$203,994	\$174,000	\$174,000	\$174,000	\$0
COMMERCE CITY	Director of CD	Deputy City Manager	01/2020	2080.00	=	Y	0	3	1	\$100,738	\$135,996	\$171,254	\$140,000	\$140,000	\$140,000	\$0
CRESTED BUTTE	Community Development Director		01/2020	2080.00	=	N	0	0	1	\$96,333	\$110,783	\$125,233	\$97,344	\$97,344	\$97,344	\$0
DACONO	COMMUNITY DEVELOPMENT DIRECTOR		01/2020	1820.00	=	N	0	0	1	\$94,554	\$120,510	\$146,466	\$98,347	\$98,347	\$98,347	\$0
DELTA	COMMUNITY DEVELOPMENT DIRECTOR	City Manager	01/2020	2080.00	=	Y	3	0	1	\$0	\$0	\$0	\$107,699	\$107,699	\$107,699	\$0
DELTA COUNTY	Community & Economic Development Director		01/2020	2080.00	=	N	0	0	1	\$74,970	\$90,000	\$105,030	\$96,445	\$96,445	\$96,445	\$0
ENGLEWOOD	Director of Community Development	City Manager	01/2019	2080.00	=	Y	15	4	1	\$107,143	\$136,650	\$166,158	\$0	\$0	\$0	\$0
ESTES PARK	Director of Community Development	Town Administrator	01/2020	2080.00	=	Y	9	6	1	\$103,345	\$126,598	\$149,850	\$126,244	\$126,244	\$126,244	\$0
FEDERAL HEIGHTS	COMMUNITY Development DIRECTOR	City Manager	01/2020	2080.00	>	Y	4	4	1	\$94,976	\$118,720	\$142,464	\$113,277	\$113,277	\$113,277	\$0
FOUNTAIN	COMMUNITY ENGAGEMENT MANAGER	City Manager	02/2020	2080.00	=	N	0	0	1	\$96,292	\$117,476	\$138,660	\$98,218	\$141,433	\$117,861	\$0
FRISCO	Community Development Director	Town Manager	01/2020	2080.00	=	Y	5	5	1	\$97,747	\$127,072	\$156,396	\$107,800	\$107,800	\$107,800	\$0
FRUITA	Planning & Development Director	City Manager	01/2020	2080.00	=	Y	3	3	1	\$89,543	\$97,444	\$105,345	\$92,140	\$92,140	\$92,140	\$0
GLENWOOD SPRINGS	Economic and Community Development Director	City Manager	01/2020	2080.00	>	Y	4	0	1	\$104,030	\$130,038	\$156,045	\$117,021	\$117,021	\$117,021	\$0
GOLDEN	Director of Community & Economic Development	City Manager	1/2020	2080.00	=	Y	4	4	1	\$132,200	\$165,300	\$198,400	\$178,500	\$178,500	\$178,500	\$0
GRAND JUNCTION	COMMUNITY DEVELOPMENT DIRECTOR		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$116,172	\$116,172	\$116,172	\$0
GREELEY	COMMUNITY DEVELOPMENT DIR	City Manager	01/2020	2080.00	=	Y	0	9	1	\$116,480	\$145,600	\$174,720	\$134,742	\$134,742	\$134,742	\$0
GREENWOOD VILLAGE	Community Development Director	City Manager	01/2020	2080.00	=	Y	15	3	1	\$118,973	\$146,423	\$173,873	\$0	\$122,990	\$122,990	\$0
GUNNISON	Community Development Director	City Manager	01/2020	2080.00	=	Y	4	4	1	\$98,200	\$115,400	\$132,600	\$118,267	\$118,267	\$118,267	\$0
GUNNISON COUNTY	COMMUNITY/ECONOMIC DEVELOPMENT DIRECTOR	COUNTY MANAGER	01/2020	2080.00	=	N	7	0	1	\$99,893	\$120,595	\$141,297	\$109,355	\$109,355	\$109,355	\$0
GYPSUM	COMMUNITY DEVELOPMENT DIRECTOR		01/2020	2080.00	=	N	4	0	1	\$0	\$0	\$0	\$98,030	\$98,030	\$98,030	\$0
KERSEY	COMMUNITY DEVELOPMENT DIRECTOR vacant	Town Manager	01/2019	2080.00	=	N	0	0	0	\$44,688	\$48,372	\$52,057	\$0	\$0	\$0	\$0
LAMAR	Community Development Manager	City Administrator	01/2020	2080.00	=	Y	0	0	1	\$52,115	\$63,516	\$74,916	\$60,501	\$60,501	\$60,501	\$65,783
LONE TREE	Community Development Director	City Manager	01/2020	2080.00	=	Y	5	4	1	\$98,800	\$126,000	\$153,200	\$139,400	\$0	\$0	\$0
LOVELAND	Director of Development Services	Assistant City Manager	01/2020	2080.00	=	Y	0	5	1	\$107,800	\$140,100	\$172,400	\$131,934	\$131,934	\$131,934	\$0
LYONS	Director Community Programs/Relations	Town Administrator	01/2020	2080.00	=	N	4	0	0	\$73,370	\$85,946	\$98,522	\$74,471	\$100,000	\$75,602	\$0
MONUMENT			01/2019	2080.00		N			0	\$40,000	\$48,905	\$57,810	\$51,750	\$51,750	\$51,750	\$0
MT. CRESTED BUTTE	Community Development Director	Town Manager	01/2020	2080.00	=	N	1	0	1	\$60,000	\$75,000	\$90,000	\$81,375	\$81,375	\$81,375	\$0
OURAY	Community Development Director	CITY ADMINISTRATOR	01/2020	2080.00	=	N	0	0	1	\$70,935	\$85,122	\$99,309	\$70,935	\$70,935	\$70,935	\$0
PALISADE	COMMUNITY DEVELOPMENT DIRECTOR		01/2019	2080.00	=	N	0	0	1	\$65,434	\$72,580	\$79,726	\$65,434	\$79,726	\$65,434	\$0
PARKER	Community Development Director		01/2019	2080.00		N	0	0	1	\$106,600	\$141,200	\$175,800	\$151,904	\$151,904	\$151,904	\$0

PUEBLO	DIRECTOR/HOUSING-COMM SVC	MAYOR	01/2020	2085.00	=	Y	3	3	1	\$104,429	\$116,038	\$127,647	\$104,429	\$104,429	\$104,429	\$0
ROCKY FORD	ECONOMIC DEVELOPMENT SPECIALIST	City Manager	01/2020	2080.00	=	Y	0	0	0	\$31,310	\$41,956	\$52,601	\$0	\$0	\$0	\$0
SALIDA	COMMUNITY DEVELOPMENT DIRECTOR	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	0	0	1	\$78,717	\$98,396	\$118,076	\$98,397	\$98,397	\$98,397	\$98,397
SEVERANCE			01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$66,500	\$66,500	\$66,500	\$0
SILT	Community Development Director	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$47,000	\$65,500	\$84,000	\$81,477	\$81,477	\$81,477	\$0
SNOWMASS VILLAGE	COMMUNITY DEVELOPMENT DIRECTOR		07/2019	2080.00					0	\$95,677	\$114,812	\$133,947	\$129,521	\$129,521	\$129,521	\$0
STEAMBOAT SPRINGS	Director of Community Development Services	City Manager	01/2019	2080.00	=	Y	5	5	1	\$105,176	\$128,840	\$152,505	\$118,043	\$118,043	\$0	\$0
THORNTON	Deputy City Manager - City Development	City Manager	01/2020	2080.00	=	Y	0	7	1	\$145,133	\$168,354	\$191,575	\$191,575	\$191,575	\$191,575	\$0
VAIL	Community Development Director		01/2020	2080.00	=	Y	0	0	1	\$110,168	\$137,710	\$165,252	\$124,800	\$124,800	\$124,800	\$0
WESTMINSTER	Community Development Director	City Manager	01/2020	2085.00	=	Y	0	0	1	\$153,376	\$172,548	\$191,720	\$191,720	\$191,720	\$191,720	\$191,720
WHEAT RIDGE	Community Development Director	City Manager	01/2020	2080.00	=	Y	11	3	1	\$100,218	\$127,802	\$155,386	\$140,000	\$140,000	\$140,000	\$0
WINDSOR	COMMUNITY DEVELOPMENT DIRECTOR		02/2020	2080.00		N			1	\$108,800	\$136,000	\$163,200	\$118,450	\$118,450	\$118,450	\$0
WINTER PARK	Community Development Director/Planner	Town Manager	01/2020	2080.00	=	N	3	3	1	\$108,800	\$122,375	\$135,950	\$163,100	\$122,138	\$122,138	\$0
Average										\$95,784	\$116,760	\$137,737	\$117,722	\$119,081	\$117,357	\$112,544

#### Job # P05 - CONCESSIONS MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
LAFAYETTE	Food Service Supervisor	Head Golf Professional	01/2020	2080.00	=	Y	10	10	1	\$47,876	\$59,845	\$71,814	\$52,291	\$52,291	\$52,291	\$0
SILVERTHORNE	Pavilion & Events Coordinator	Marketing & Culture Manager	01/2020	2080.00	=	N	7	7	1	\$57,582	\$67,179	\$76,775	\$60,216	\$60,216	\$60,216	\$0
Average										\$52,729	\$63,512	\$74,295	\$56,254	\$56,254	\$56,254	?

#### Job # B018.5 - CONSTRUCTION INSPECTION SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Public Improvement Inspections Supervisor	Associate City Engineer	01/2020	2080.00	=	Y	8	8	1	\$57,335	\$75,968	\$94,602	\$86,414	\$86,414	\$86,414	\$0
BRIGHTON	Construction Manager	Director of Infrastructure.	03/2020	2080.00	=	N	0	0	1	\$63,916	\$75,740	\$87,565	\$70,161	\$70,161	\$70,161	\$0
BROOMFIELD	Construction Inspector Supervisor	CITY/COUNTY ENGINEER	01/2020	2080.00	=	N	1	1	0	\$72,800	\$86,372	\$99,944	\$0	\$0	\$0	\$0
DENVER	Senior Project Inspector		03/2020	2080.00	=	Y	0	0	5	\$64,018	\$83,224	\$102,429	\$93,889	\$102,429	\$100,721	\$102,429
ERIE	Senior Construction Inspector	Town Engineer	02/2020	2080.00	<	N	0	0	1	\$61,342	\$73,610	\$85,879	\$71,510	\$71,510	\$71,510	\$0
GOLDEN	Project Coordinator - PW	Deputy PW Director / City Engineer	1/2020	2080.00	=	N	0	0	1	\$55,600	\$68,120	\$80,640	\$73,566	\$73,566	\$73,566	\$0
LAFAYETTE	Construction Inspector, Senior	City Engineer	01/2020	2080.00	=	N	0	0	1	\$52,868	\$66,086	\$79,303	\$72,550	\$72,550	\$72,550	\$0
LONGMONT	Construction Inspection Supervisor	Engineering Services Manager	01/2019	2080.00	=	Y	5	5	1	\$85,070	\$93,577	\$102,084	\$95,467	\$95,467	\$95,467	\$95,467
THORNTON	Construction Supervisor	Infrastructure Engineering Director	01/2020	2080.00	=	Y	9	6	1	\$78,942	\$91,573	\$104,204	\$104,204	\$104,204	\$104,204	\$0
Average										\$65,766	\$79,363	\$92,961	\$83,470	\$84,538	\$84,324	\$98,948

#### Job # B018 - CONSTRUCTION INSPECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Municipal Inspector II	Municipal Inspector Foreman	01/2020	2080.00	=	N	0	0	6	\$58,862	\$69,673	\$80,484	\$75,288	\$80,484	\$75,737	\$0
AURORA	Public Improvement Inspector	Public Improvement Inspections Supervisor	01/2020	2080.00	=	N	0	0	2	\$35,600	\$47,170	\$58,741	\$50,044	\$51,917	\$50,981	\$0
BRECKENRIDGE	Construction Inspector	Town Engineer	01/01/20	2080.00	=	N	0	0	1	\$45,300	\$55,500	\$65,700	\$53,268	\$53,268	\$53,268	\$0
BRIGHTON	Construction Inspector	Utilities Director/Streets Director	03/2020	2080.00	=	N	0	0	3	\$54,544	\$64,840	\$75,136	\$54,844	\$75,136	\$67,641	\$0
BROOMFIELD	Construction Inspector	Construction Inspector Supervisor	01/2020	2080.00	=	N	0	0	3	\$54,496	\$64,532	\$74,568	\$61,443	\$65,874	\$63,658	\$0
CANON CITY	Conts. Insp./Water Dist. Const. Insp./Cross Connection Insp	Public Works Director/Water Dist. Supervisor	01/2019	2080.00	=	N	0	0	1	\$43,894	\$51,640	\$59,386	\$47,667	\$47,667	\$47,667	\$0
CASTLE ROCK	SR. CONSTRUCTION INSPECTOR	Assistant Director, Public Works	01/2020	2080.00	=	N	0	0	5	\$54,766	\$64,355	\$73,944	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Inspector II	Engineering Inspector Supervisor	02/2020	2080.00	=	N	0	0	11	\$52,232	\$62,798	\$73,363	\$53,530	\$62,704	\$58,983	\$0
COMMERCE CITY	Construction Inspector	City Engineer	01/2020	2080.00	=	N	0	0	2	\$50,217	\$62,772	\$75,326	\$69,248	\$73,363	\$71,306	\$0
DENVER	Construction Inspector		03/2020	2080.00	=	N	0	0	21	\$52,603	\$64,698	\$76,794	\$54,259	\$76,750	\$64,620	\$63,304
ENGLEWOOD	Engineering Technician II	Field Operations Administrator	01/2019	2080.00	=	N	0	0	1	\$53,114	\$65,120	\$77,126	\$64,995	\$64,995	\$64,995	\$0
ERIE	Construction Inspector II	Town Engineer	02/2020	2080.00	=	N	0	0	2	\$54,391	\$62,822	\$71,252	\$62,587	\$63,627	\$63,107	\$0
FORT COLLINS	Sr Inspector, Construction	Civil Engineer II	01/2020	2080.00	>	N	0	0	13	\$50,472	\$63,090	\$75,708	\$58,071	\$71,847	\$63,751	\$61,972
FORT LUPTON	Public Works Construction Inspector	Public Works Operations Manager	02/2020	2080.00	=	N	0	0	1	\$46,800	\$56,160	\$65,520	\$53,539	\$53,539	\$53,539	\$0
GOLDEN	Public Works Inspector	Project Coordinator - PW	1/2020	2080.00	=	N	0	40	1	\$48,770	\$57,300	\$65,830	\$65,830	\$65,830	\$65,830	\$0
GRAND JUNCTION	Construction Inspector	Engineering Program Supervisor	01/2020	2080.00	=	N	0	0	3	\$52,354	\$62,824	\$73,295	\$53,664	\$62,233	\$58,378	\$0
GREELEY	CONSTRUCTION INSPECTOR	Senior Construction Inspector	01/2020	2080.00	=	N	0	0	8	\$57,676	\$69,212	\$80,747	\$60,195	\$75,462	\$65,515	\$0

GREENWOOD VILLAGE	Engineering Inspector	Project Manager II	01/2020	2080.00	=	N	0	0	5	\$52,993	\$64,494	\$75,994	\$59,800	\$75,889	\$66,688	\$0
GYPSUM	Utilities Inspector	Public Works Director & Asst. Director	01/2020	2080.00	=	N	0	0	3	\$0	\$0	\$0	\$66,310	\$81,162	\$77,126	\$0
LAFAYETTE	Construction Inspector	City Engineer	01/2020	2080.00	=	N	0	0	1	\$43,663	\$54,579	\$65,495	\$56,514	\$56,514	\$56,514	\$0
LAKEWOOD	Construction Inspector II		01/2020	2080.00	=	N	0	0	2	\$55,848	\$66,986	\$78,125	\$64,605	\$69,035	\$66,820	\$0
LONGMONT	Construction Inspector	Construction Inspection Supervisor	01/2020	2080.00	=	N	0	0	5	\$59,151	\$65,066	\$70,981	\$66,378	\$67,705	\$66,909	\$66,379
LOUISVILLE	Construction Inspector	City Engineer	02/2020	2080.00	=	N	0	0	1	\$50,939	\$59,155	\$67,371	\$67,371	\$67,371	\$67,371	\$0
LOVELAND	Public Works Inspector	Varies by department	01/2020	2080.00	=	N	0	0	3	\$54,700	\$68,400	\$82,100	\$58,801	\$63,148	\$60,975	\$0
MEAD			1/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$0	\$0	\$79,996	\$0
MONUMENT	D S Inspector	Development Services Director	01/2019	2080.00	=	N	0	0	1	\$60,000	\$72,500	\$85,000	\$84,605	\$84,605	\$84,605	\$0
NORTHGLENN	Construction Inspector	Municipal Services Supervisor	01/2020	2080.00	=	N	0	0	1	\$47,300	\$58,000	\$68,700	\$54,121	\$54,121	\$54,121	\$0
PUEBLO	ASSOCIATE FIELD ENGINEER	CIVIL ENGINEER/CONSTRUCTION	01/2020	2085.00	=	N	0	0	0	\$48,457	\$55,500	\$62,543	\$0	\$0	\$0	\$0
SALIDA		PUBLIC WORKS DIRECTOR	02/2020	2080.00	=	N	0	0	2	\$40,914	\$51,142	\$61,371	\$46,993	\$73,955	\$60,474	\$0
STEAMBOAT SPRINGS	Construction Services Foreman	City Engineer	01/2019	2080.00	=	N	0	0	1	\$49,842	\$58,564	\$67,286	\$59,041	\$59,041	\$0	\$0
WESTMINSTER	Construction Inspector	Senior Projects Engineer	01/2020	2085.00	=	N	0	0	2	\$58,277	\$66,436	\$74,594	\$74,594	\$74,594	\$74,594	\$74,594
WINDSOR	CONSTRUCTION INSPECTOR		02/2020	2080.00	=	N	0	0	2	\$50,600	\$62,000	\$73,400	\$53,996	\$57,595	\$55,619	\$0
WOODLAND PARK	CONSTRUCTION INSPECTOR	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$57,002	\$67,112	\$77,221	\$58,965	\$58,965	\$58,965	\$0

**Average**

**\$51,477 \$61,756 \$72,036 \$60,352 \$66,280 \$63,992 \$66,562**

**Job # M13 - COURT ADMINISTRATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Court Administrator	Municipal Judge	01/2020	2080.00	=	Y	7	7	1	\$99,405	\$117,663	\$135,921	\$127,145	\$127,145	\$127,145	\$0
AURORA	Court Administrator/Detention (GC00)	Mayor/City Council	01/2020	2080.00	=	Y	91	9	1	\$127,816	\$159,748	\$191,681	\$160,035	\$160,035	\$179,997	\$0
BRECKENRIDGE	Municipal Court Administrator	Municipal Clerk	01/01/20	2080.00	=	Y	0	0	1	\$45,300	\$55,500	\$65,700	\$53,040	\$53,040	\$53,040	\$0
BRIGHTON	Court Administrator		03/2020	2080.00	=	Y	0	0	1	\$67,334	\$79,790	\$92,247	\$83,289	\$83,289	\$83,289	\$0
BROOMFIELD	Director of Court Services	Assistant City & County Manager	01/2020	2080.00	>	Y	3	0	1	\$79,144	\$93,080	\$107,016	\$87,589	\$87,589	\$87,589	\$0
CASTLE ROCK	COURT ADMINISTRATOR		01/2020	2080.00	=	N	0	0	1	\$62,254	\$74,692	\$87,131	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Municipal Court Administrator	Presiding Judge (contract position)	02/2020	2080.00	=	Y	39	4	1	\$111,316	\$133,833	\$156,350	\$143,221	\$143,221	\$143,221	\$0
CORTEZ	Court Administrator	City Manager	01/2020	2080.00	=	Y	1	0	1	\$39,104	\$48,859	\$58,614	\$51,875	\$51,875	\$51,875	\$0
DENVER	Executive		03/2020	2080.00	=	Y	0	0	20	\$113,875	\$148,038	\$182,200	\$123,600	\$196,270	\$153,959	\$155,106
DURANGO	Court Administrator	Finance Director	01/2020	2080.00	=	N	2	2	1	\$46,364	\$55,636	\$64,909	\$63,244	\$63,244	\$63,244	\$0
ENGLEWOOD	Court Administrator	Municipal Judge/City Manager	01/2019	2080.00	=	Y	11	1	1	\$98,087	\$122,609	\$147,130	\$109,247	\$109,247	\$109,247	\$0
ERIE	Court Administrator	Police/Courts Administrative Manager	02/2020	2080.00	=	N	0	0	1	\$50,596	\$58,438	\$66,281	\$63,918	\$63,918	\$63,918	\$0
FEDERAL HEIGHTS	MUNICIPAL COURT ADMINISTRATOR	City Clerk	01/2020	2080.00	=	N	2	2	1	\$68,096	\$82,894	\$97,693	\$78,104	\$78,104	\$78,104	\$0
FORT COLLINS	Municipal Court Administrator	Municipal Judge	01/2020	2080.00	=	Y	0	0	1	\$57,798	\$77,064	\$96,330	\$76,263	\$76,263	\$76,263	\$71,274
FORT LUPTON	Court Coordinator	City Administrator	02/2020	2080.00	=	Y	1	1	1	\$55,000	\$68,750	\$82,500	\$81,931	\$81,931	\$81,931	\$0
FORT MORGAN	Municipal Court Administrator	City Manager	3/2020	2080.00	=	Y	2	2	1	\$47,500	\$59,400	\$71,300	\$51,500	\$51,500	\$51,500	\$0
FOUNTAIN	COURT ADMINISTRATOR	City Manager	02/2020	2080.00	=	N	1	1	1	\$65,174	\$79,512	\$93,850	\$66,477	\$95,727	\$79,773	\$0
FRISCO	COURT ADMINISTRATOR		01/2020	2080.00	=	N	0	0	1	\$53,736	\$64,483	\$75,230	\$65,885	\$65,885	\$65,885	\$0
GLENDALE	Court Clerk	Deputy City Manager	02/2020	2080.00	=	Y	0	0	1	\$72,100	\$82,400	\$92,700	\$85,720	\$85,720	\$85,720	\$85,720
GLENWOOD SPRINGS	Court Administrator	Municipal Judge	01/2020	2080.00	>	N	1	1	1	\$56,856	\$68,238	\$79,619	\$58,000	\$58,000	\$58,000	\$0
GOLDEN	Court Administrator	Finance Director	1/2020	2080.00	=	Y	2	2	1	\$63,800	\$78,100	\$92,400	\$68,775	\$68,775	\$68,775	\$0
GREELEY	COURT ADMINISTRATOR	Municipal Judge	01/2020	2080.00	=	Y	0	0	1	\$63,854	\$76,624	\$89,395	\$81,307	\$81,307	\$81,307	\$0
GREENWOOD VILLAGE	Court Administrator	Administrative Services Director	01/2020	2080.00	=	Y	3	3	1	\$83,868	\$103,218	\$122,569	\$101,504	\$101,504	\$101,504	\$0
LAFAYETTE	Court Administrator	Administration	01/2020							\$49,844	\$62,316	\$74,787	\$71,032	\$71,032	\$71,032	\$71,032
LAKEWOOD	Court Administrator		01/2020	2080.00	=	Y	26	7	1	\$98,613	\$123,250	\$147,888	\$125,133	\$125,133	\$125,133	\$0
LONGMONT	COURT ADMINISTRATOR	MUNICIPAL JUDGE	01/2020	2080.00	=	Y	4	0	1	\$68,680	\$75,548	\$82,416	\$77,071	\$77,071	\$77,071	\$77,071
NORTHGLENN	Municipal Court Supervisor	Director of Management Services	01/2020	2080.00	=	Y	7	7	1	\$80,000	\$100,000	\$120,000	\$103,334	\$103,334	\$103,334	\$0
PAGOSA SPRINGS	Court Administrator	Town Manager	01/2020	2080.00	=	Y	1	0	1	\$67,707	\$81,473	\$95,239	\$70,723	\$70,723	\$70,732	\$0
PALISADE	Records Manager	Police Chief	01/2019	2080.00	=	N	0	0	1	\$37,540	\$41,640	\$45,739	\$37,540	\$45,739	\$45,739	\$0
PARKER	Court Administrator		01/2019	2080.00	=	N	0	0	1	\$57,800	\$72,200	\$86,600	\$76,094	\$76,094	\$76,094	\$0
PUEBLO	COURT ADMINISTRATOR	MUNICIPAL COURT JUDGE	01/2020	2085.00	=	Y	7	7	1	\$71,232	\$79,119	\$87,006	\$79,010	\$79,010	\$79,010	\$0
RIFLE	Court Administrator		01/2020	2080.00	=	N			1	\$51,240	\$62,842	\$74,445	\$58,490	\$58,490	\$58,490	\$58,490
SHERIDAN	Court Administrator		01/2020	0.00	=	Y	0	0	1	\$57,800	\$72,266	\$86,733	\$78,039	\$78,039	\$78,039	\$0
STEAMBOAT SPRINGS			01/2019	1842.00	=	N			1	\$38,514	\$45,254	\$51,994	\$36,167	\$36,167	\$0	\$0
THORNTON	Court Manager	Deputy City Manager-Management Services	01/2020	2080.00	=	Y	0	3	1	\$100,036	\$116,042	\$132,047	\$132,047	\$132,047	\$132,047	\$0
VAIL	Court Administrator		01/2020	2080.00	=	N	0	0	1	\$67,733	\$84,666	\$101,599	\$91,153	\$91,153	\$91,153	\$0
WESTMINSTER	Court Administrator	General Services Director	01/2020	2085.00	=	Y	21	3	1	\$106,835	\$120,190	\$133,544	\$106,835	\$106,835	\$106,835	\$106,835
WHEAT RIDGE	Court Administrator	Municipal Judge	01/2020	2080.00	=	N	8	3	1	\$64,647	\$80,835	\$97,023	\$100,516	\$100,516	\$100,516	\$0

**Average**

**\$69,647 \$84,374 \$99,101 \$84,456 \$87,432 \$87,792 \$89,361**



**Job # B004 - COURT CLERK II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Administrative Court Clerk	Court Administrator	01/2020	2080.00	=	N	0	0	7	\$44,043	\$52,132	\$60,222	\$45,695	\$60,222	\$49,328	\$0
ASPEN	Sr. Municipal Court Clerk		01/2019	2080.00	=	N	0	0	1	\$42,394	\$50,979	\$59,564	\$59,987	\$59,987	\$59,987	\$0
AURORA	Court Clerk II (BE10)	Case Management Supervisor	01/2020	2080.00	=	N	0	0	8	\$36,871	\$44,284	\$51,696	\$35,802	\$42,476	\$45,357	\$0
BRIGHTON	Court Clerk, Sr		03/2020	2080.00	=	N	0	0	1	\$41,432	\$49,097	\$56,762	\$55,901	\$55,901	\$55,901	\$0
BROOMFIELD	Deputy Court Clerk	Director of Court Services	01/2020	2080.00	=	N	0	0	2	\$44,200	\$52,728	\$61,256	\$47,694	\$55,328	\$51,511	\$0
BURLINGTON	Court Clerk	City Clerk/Treasurer	01/2020	2080.00	=	N	0	0	0	\$33,185	\$39,482	\$45,780	\$0	\$0	\$0	\$0
CANON CITY	Municipal Court Clerk	Municipal Court Judge	01/2019	2080.00	=	N	0	0	1	\$36,026	\$42,383	\$48,740	\$45,039	\$45,039	\$24,772	\$0
CARBONDALE	POLICE RECORDS CLERK/COURT CLERK	POLICE CHIEF	01/2020	2080.00	>	N	0	0	1	\$40,989	\$49,208	\$57,428	\$50,139	\$50,139	\$50,139	\$49,208
CASTLE ROCK	COURT TECHNICIAN	Court Administrator	01/2020	2080.00	=	N	0	0	2	\$41,080	\$48,324	\$55,567	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	Court Clerk	Director of Finance and Administration	01/2020	2080.00	=	N	0	0	1	\$52,017	\$61,570	\$71,124	\$60,014	\$60,014	\$60,014	\$0
COLORADO SPRINGS	Municipal Court Clerk II	Municipal Court Operations Supervisor	02/2020	2080.00	=	N	0	0	3	\$39,853	\$47,914	\$55,976	\$43,973	\$50,083	\$47,851	\$0
COMMERCE CITY	Court Clerk II	Municipal Court Supervisor	01/2020	2080.00	=	N	0	0	2	\$40,689	\$50,862	\$61,034	\$46,793	\$52,983	\$49,888	\$0
CORTEZ	Court Clerk	Court Administrator	01/2020	1248.00	=	N	0	0	1	\$29,120	\$36,920	\$44,720	\$29,120	\$29,120	\$29,120	\$0
DENVER	Judicial Assistant II		03/2020	2080.00	=	N	0	0	35	\$45,115	\$55,494	\$65,874	\$45,115	\$62,667	\$53,413	\$51,484
DURANGO	Court Clerk Lead	Court Administrator	01/2020	2080.00	=	N	0	0	1	\$38,230	\$45,876	\$53,522	\$42,416	\$42,416	\$42,416	\$0
ENGLEWOOD	Deputy Court Clerk II	Deputy Court Administrator	01/2019	2080.00	=	N	0	0	3	\$41,412	\$49,654	\$57,896	\$45,783	\$48,738	\$46,936	\$0
ESTES PARK	Court Clerk	Municipal Judge	01/2020	2080.00	=	Y	0	0	0	\$40,341	\$47,400	\$54,459	\$0	\$0	\$0	\$0
FEDERAL HEIGHTS	ASSISTANT TO COURT ADMINISTRATOR	Municipal Court Administrator	01/2020	2080.00	>	N	0	0	1	\$43,027	\$51,275	\$59,523	\$50,378	\$50,378	\$50,378	\$0
FORT COLLINS	Deputy Court Clerk II	Muni Court Supervisor	01/2020	2080.00	=	N	0	0	3	\$41,365	\$51,706	\$62,047	\$41,783	\$47,843	\$44,354	\$41,767
FORT LUPTON	Municipal Court Clerk/AP Assistant	Court Coordinator	02/2020	2080.00	=	N	0	0	1	\$33,280	\$39,936	\$46,592	\$36,046	\$36,046	\$36,046	\$0
FOUNTAIN	DEPUTY COURT CLERK	Court Administrator	02/2020	2080.00	=	N	0	0	1	\$38,106	\$46,489	\$54,872	\$38,868	\$55,969	\$46,642	\$0
FREDERICK	Municipal Court Clerk	Police Commander	01/2020	2080.00	=	N	0	0	1	\$39,866	\$44,162	\$48,458	\$55,360	\$55,360	\$55,360	\$0
FRISCO	Administrative Assistant/Court Clerk	Police Chief	01/2020	2080.00	>	N	0	0	1	\$38,188	\$43,916	\$49,644	\$36,691	\$36,691	\$36,691	\$0
FRUITA	Municipal Court Clerk II	Municipal Court Judge	01/2020	2080.00	=	N	0	0	1	\$39,000	\$42,441	\$45,882	\$41,288	\$41,288	\$41,288	\$0
GOLDEN	Court Clerk	Court Administrator	1/2020	2080.00	=	N	0	0	1	\$41,700	\$50,000	\$58,300	\$41,808	\$41,808	\$41,808	\$0
GRAND JUNCTION	COURT CLERK		1/2020	2080.00	=	N	0	0	1	\$56,405	\$67,686	\$78,967	\$56,409	\$56,409	\$56,409	\$0
GREELEY			01/2020	0.00					6	\$39,979	\$46,976	\$53,972	\$35,693	\$46,966	\$44,332	\$0
GREENWOOD VILLAGE	Court Clerk	Court Administrator	01/2020	2080.00	=	N	0	0	2	\$39,704	\$47,505	\$55,306	\$40,996	\$48,692	\$44,844	\$0
IDAHO SPRINGS	COURT CLERK		01/2020	2080.00	=	N	0	0	1	\$38,990	\$47,887	\$56,784	\$39,000	\$39,000	\$39,000	\$0
LAKEWOOD	Court Technician		01/2020	2080.00	=	N			5	\$41,974	\$50,367	\$58,760	\$53,435	\$54,558	\$54,022	\$0
LONE TREE	Municipal Court Clerk II	City Clerk	01/2020	2080.00	=	N	0	0	2	\$42,000	\$51,500	\$61,000	\$0	\$50,200	\$60,652	\$0
LONGMONT	Administrative Assistant	Court Administrator	01/2020	2080.00	>	N	0	0	1	\$45,713	\$50,284	\$54,856	\$53,099	\$53,099	\$53,099	\$53,099
LOVELAND	Municipal Court Clerk	Court Administrator	01/2020	2080.00	=	N	0	0	3	\$36,300	\$44,500	\$52,700	\$36,316	\$50,689	\$42,556	\$0
MINTURN	COURT/POLICE CLERK	JUDGE/POLICE CHIEF	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$71,018	\$71,018	\$71,018	\$0
MONTROSE	Deputy Clerk of Court	Clerk of Court	01/2020	2080.00	=	N	0	0	1	\$35,000	\$37,970	\$40,941	\$35,000	\$44,799	\$41,310	\$0
MOUNTAIN VILLAGE	Court Clerk/ Evidence Technician	Deputy Police Chief	01/2020	2080.00	=	N	0	0	1	\$37,639	\$44,226	\$50,813	\$50,813	\$50,813	\$50,813	\$0
NORTHGLENN	Court Clerk	Municipal Court Supervisor	01/2020	2080.00	=	N	0	0	4	\$43,300	\$53,000	\$62,700	\$43,305	\$53,581	\$48,547	\$0
PAGOSA SPRINGS	Court Clerk		01/2020	2080.00	=	N	0	0	1	\$37,973	\$44,900	\$51,828	\$42,695	\$42,695	\$42,695	\$0
PUEBLO	COURT TECHNICIAN	COURT ADMINISTRATOR	01/2020	2085.00	=	N	0	0	4	\$34,425	\$39,242	\$44,059	\$39,033	\$44,059	\$41,670	\$0
RIFLE	Deputy Court Clerk		01/2020	2080.00	=	N			1	\$38,535	\$46,252	\$53,970	\$42,448	\$42,448	\$42,448	\$42,448
SALIDA	COURT CLERK	CITY CLERK	02/2020	2080.00	=	N	0	0	1	\$30,318	\$37,898	\$45,478	\$39,006	\$39,006	\$39,006	\$39,006
STERLING	Municipal Court Clerk	Municipal Judge	01/2020	2080.00	=	N	0	0	1	\$40,713	\$43,848	\$46,982	\$39,527	\$39,527	\$39,527	\$0
SUPERIOR	Court Clerk / Executive Assistant	Assistant Town Manager	01/2020	2080.00	>	N	0	0	1	\$40,461	\$51,630	\$62,799	\$61,237	\$61,237	\$61,237	\$0
TELLURIDE	Municipal Court Clerk		03/2020	2080.00	=	N	0	0	1	\$41,533	\$50,878	\$60,223	\$46,116	\$46,116	\$46,116	\$0
THORNTON	Court Specialist II	Deputy Court Manager/Court Operations Supv	01/2020	2080.00	=	N	0	0	4	\$45,945	\$53,296	\$60,647	\$58,224	\$60,647	\$60,041	\$0
TIMNATH			01/2020	2080.00					0	\$41,700	\$50,000	\$58,300	\$0	\$0	\$0	\$0
WESTMINSTER	Deputy Court Clerk	Deputy Court Administrator	01/2020	2085.00	=	N	0	0	9	\$43,640	\$49,748	\$55,856	\$46,993	\$55,856	\$51,573	\$51,872
WHEAT RIDGE	Deputy Court Clerk II	Court Administrator	01/2020	2080.00	=	N	3	0	3	\$38,447	\$47,127	\$55,807	\$45,900	\$52,822	\$49,361	\$0
WINDSOR	Municipal Court Clerk	Town Clerk	02/2020	2080.00	=	N	0	0	1	\$40,400	\$48,500	\$56,600	\$51,480	\$51,480	\$51,480	\$0
WINTER PARK	Court Clerk	Records Supervisor	01/2020	2080.00	=	N	0	0	1	\$38,600	\$46,275	\$53,950	\$46,384	\$46,384	\$46,384	\$0
Average										\$40,229	\$47,872	\$55,515	\$45,996	\$48,741	\$47,768	\$46,983

**Job # B003.5 - COURT CLERK I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Court Clerk I (BD10)	Case Management Supervisor	01/2020	2080.00	=	N	0	0	0	\$32,136	\$38,520	\$44,905	\$34,340	\$34,340	\$34,340	\$0
BENNETT	Court Clerk/Assistant to Town Clerk	Assistant to the Town Administrator	01/2020	2080.00	=	N	0	0	1	\$45,334	\$54,566	\$63,797	\$45,334	\$63,797	\$54,566	\$54,566
BRIGHTON	Court Clerk		03/2020	2080.00	=	N	0	0	2	\$36,519	\$43,275	\$50,031	\$36,519	\$36,519	\$36,519	\$0
BRUSH	Municipal Court Clerk		01/2020	2080.00	=	N	0	0	1	\$30,192	\$36,210	\$42,228	\$30,192	\$30,192	\$30,192	\$0
CANON CITY	Deputy Municipal Court Clerk		01/2019	2080.00	=	N	0	0	1	\$28,143	\$33,110	\$38,076	\$28,620	\$28,620	\$28,620	\$0
COLORADO SPRINGS	Municipal Court Clerk I	Municipal Court Operations Supervisor	02/2020	2080.00	=	N	0	0	5	\$36,563	\$43,959	\$51,355	\$36,782	\$39,975	\$38,746	\$0
COMMERCE	Court Clerk I	Municipal Court Supervisor	01/2020	2080.00	=	N	0	0	2	\$37,490	\$46,862	\$56,234	\$43,113	\$43,113	\$43,113	\$0

CITY																
DENVER	Judicial Assistant I		03/2020	2080.00	=	N	0	0	11	\$41,288	\$50,783	\$60,278	\$41,818	\$51,116	\$43,626	\$42,505
DURANGO	Court Clerk	Court Administrator	01/2020	2080.00	=	N	0	0	1	\$34,755	\$41,706	\$48,657	\$34,755	\$34,755	\$34,755	\$0
ENGLEWOOD	Deputy Court Clerk I	Deputy Court Administrator	01/2019	2080.00	=	N	0	0	0	\$37,342	\$44,770	\$52,198	\$41,600	\$42,629	\$42,115	\$0
ERIE	Court Clerk I	Police/Courts Administrative Manager	02/2020	2080.00	=	N	0	0	1	\$47,066	\$54,362	\$61,657	\$54,538	\$54,538	\$54,538	\$0
EVANS	Municipal Court Clerk	Support Services Manager	01/2020	2080.00	=	N	0	0	1	\$45,011	\$55,156	\$65,302	\$48,675	\$48,675	\$48,675	\$48,675
FEDERAL HEIGHTS	COURT CLERK	Municipal Court Administrator	01/2020	2080.00	=	N	0	0	1	\$37,836	\$44,926	\$52,016	\$43,035	\$43,035	\$43,035	\$0
FORT COLLINS	Deputy Court Clerk I	Muni Court Supervisor	01/2020	2080.00	=	N	0	0	3	\$37,228	\$46,535	\$55,842	\$37,232	\$41,710	\$39,311	\$37,880
GREELEY	COURT CLERK I		01/2020	2080.00	=	N	0	0	1	\$36,275	\$42,623	\$48,971	\$37,440	\$37,440	\$37,440	\$0
LAFAYETTE	Court Clerk	Administration	01/2020							\$37,569	\$46,961	\$56,353	\$40,685	\$40,685	\$40,685	\$40,685
LAMAR	Court Clerk/PoliceClerk	Police Chief	01/2020	2080.00	=	N	0	0	1	\$29,020	\$35,368	\$41,716	\$30,358	\$30,358	\$30,358	\$36,630
MANITOU SPRINGS	COURT CLERK	MUNICIPAL JUDGE/POLICE CHIEF	01/2020	2080.00	=	N	0	0	1	\$38,895	\$46,674	\$54,453	\$42,785	\$50,564	\$0	\$46,674
MEAD	Court Clerk		2/2020	2080.00		N			1	\$0	\$0	\$0	\$0	\$0	\$49,920	\$0
PAGOSA SPRINGS	Deputy Court Clerk	Court Administrator	01/2020	2080.00	=	N	0	0	1	\$36,990	\$43,704	\$50,418	\$37,490	\$37,490	\$37,490	\$0
PARKER	Court Clerk		01/2019	1040.00	=	N	0	0	1	\$36,900	\$43,300	\$49,700	\$37,573	\$37,573	\$37,573	\$0
ROCKY FORD	COURT CLERK	FINANCE DIRECTOR	01/2020	2080.00	=	N	0	0	0	\$17,675	\$23,684	\$29,694	\$0	\$0	\$0	\$0
SEVERANCE	Court Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,900	\$45,900	\$45,900	\$0
SHERIDAN	Court Assistant		01/2020	0.00		N	0	0	1	\$37,700	\$46,190	\$54,680	\$53,899	\$53,899	\$53,899	\$0
THORNTON	Court Specialist I	Deputy Court Manager/Court Operations Supervisor	01/2020	2080.00	=	N	0	0	6	\$42,941	\$49,812	\$56,682	\$45,188	\$52,015	\$48,431	\$0
TRINIDAD	Court Clerk	Judge	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$38,896	\$38,896	\$38,896	\$0
WHEAT RIDGE	Deputy Court Clerk I	Court Administrator	01/2020	2080.00	=	N	0	0	3	\$36,317	\$43,559	\$50,801	\$37,982	\$47,266	\$43,027	\$0
Average										\$36,549	\$44,026	\$51,502	\$40,190	\$42,604	\$41,431	\$43,945

#### Job # M13.5 - COURT SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Deputy Court Administrator	Court Administrator	01/2020	2080.00	=	Y	0	0	0	\$67,256	\$79,610	\$91,963	\$0	\$0	\$0	\$0
AURORA	Case Management Supervisor	Manager of Case Management	01/2020	2080.00	=	Y	9	9	2	\$39,361	\$49,644	\$59,927	\$48,852	\$50,296	\$49,574	\$0
COLORADO SPRINGS	Municipal Court Supervisor		02/2020	2080.00	=	N	0	0	3	\$62,145	\$74,716	\$87,286	\$62,145	\$71,058	\$66,310	\$0
COMMERCE CITY	Municipal Court Supervisor	Director of Finance	01/2020	2080.00	=	Y	4	4	1	\$58,076	\$72,596	\$87,115	\$65,000	\$65,000	\$65,000	\$0
ENGLEWOOD	Deputy Court Administrator	Court Administrator	01/2019	2080.00	=	Y	0	0	1	\$69,495	\$85,165	\$100,834	\$79,971	\$79,971	\$79,971	\$0
LOVELAND	Court Administrator	Presiding Municipal Judge	01/2020	2080.00	=	Y	0	2	1	\$51,600	\$65,800	\$80,000	\$78,520	\$78,520	\$78,520	\$0
MONTROSE	Clerk of Court	Municipal Court Judge	01/2020	2080.00	=	Y	1	1	1	\$40,635	\$48,608	\$56,581	\$43,539	\$52,337	\$48,900	\$0
THORNTON	Deputy Court Manager	Court Manager	01/2020	2080.00	=	Y	4	4	1	\$73,778	\$85,582	\$97,387	\$97,387	\$97,387	\$97,387	\$0
Average										\$57,793	\$70,215	\$82,637	\$67,916	\$70,653	\$69,380	?

#### Job # B051 / S25 - CREW LEADER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Parks-Water-Streets Crew Leader	Supervisor	01/2020	2080.00	=	N	0	0	18	\$37,134	\$46,836	\$56,537	\$49,220	\$60,577	\$51,607	\$0
BASALT	Foreman	Public Works Director	01/2020	2080.00	=	N	0	0	2	\$55,593	\$66,622	\$77,650	\$72,902	\$72,998	\$72,950	\$72,950
BLANCA	CREW LEADER		01/2020	2080.00	=	N	0	0	1	\$30,493	\$30,493	\$30,493	\$30,493	\$30,493	\$30,493	\$0
BRIGHTON	Crew Leader		03/2020	2080.00	=	N	0	0	6	\$50,123	\$59,396	\$68,669	\$50,123	\$68,645	\$61,806	\$0
BROOMFIELD	Sr Tech (Parks/Streets/Utilities)/Parks Irrigation Systems Specialist	Foreman (Parks, Streets or Utilities)	01/2020	2080.00	=	N	0	0	24	\$50,648	\$60,788	\$70,928	\$50,648	\$68,827	\$59,738	\$0
BRUSH	Municipal Lead Worker	Street Foreman	01/2020	2080.00		N	0	0	1	\$28,960	\$34,688	\$40,416	\$40,416	\$40,416	\$40,416	\$0
CANON CITY	Street Crew Leader / Utility Crew Leader	Streets Supervisor / Water Distribution Supervisor	01/2019	2080.00	=	N	0	0	4	\$46,116	\$54,254	\$62,392	\$39,051	\$48,503	\$43,270	\$0
CHERRY HILLS VILLAGE	Streets Crew Chief, Parks Crew Chief	Public Works Director, Parks, Trails & Recreation Administrator	01/2020	2080.00	=	N	4	4	2	\$50,315	\$59,123	\$67,931	\$50,315	\$59,026	\$54,670	\$0
COLORADO SPRINGS	Streets District Crew Leader	Streets District Supervisor	02/2020	2080.00	=	N	0	0	10	\$56,933	\$68,450	\$79,966	\$61,000	\$74,085	\$67,470	\$0
COMMERCE CITY	Streets Maintenance Supervisor	Operations Supervisor	01/2020	2080.00	=	N	18	6	2	\$46,716	\$58,395	\$70,074	\$62,422	\$62,422	\$62,422	\$0
CORTEZ	Refuse Collection Foreman	Director of Public Works	01/2020	2080.00	=	N	7	0	2	\$49,608	\$62,005	\$74,402	\$66,269	\$66,269	\$66,269	\$0
CRESTED BUTTE	Public Works Lead		01/2020	2080.00	=	N	0	0	1	\$60,441	\$70,136	\$79,832	\$60,441	\$60,441	\$60,441	\$0
CRIPPLE CREEK	Lead Operator	Field Operations Supervisor	01/2020	2080.00	=	N	3	3	1	\$42,140	\$49,576	\$57,013	\$53,579	\$53,579	\$53,579	\$0
DELTA	Lead Municipal Service Worker	Public Works Supervisor	01/2020	2080.00	=	N	0	0	3	\$47,225	\$54,781	\$62,337	\$56,954	\$61,679	\$60,185	\$0
DURANGO	Streets/Parks Maint/Solid Waste/Fleet Supervisor	See Comments	01/2020	2080.00	=	N	30	30	7	\$55,080	\$66,096	\$77,112	\$55,080	\$61,340	\$58,210	\$0
ENGLEWOOD	Equipment Operator III	Streets Administrator	01/2019	2080.00	=	N	0	0	2	\$41,412	\$49,654	\$57,896	\$54,121	\$55,372	\$54,747	\$0
ESTES PARK	Parks Maintenance Spvr., Streets Spvr., Events Operations Spvr.	Public Works Operation Manager, Community Services Director	01/2020	2080.00	=	N	10	3	3	\$58,181	\$68,362	\$78,543	\$65,015	\$75,291	\$68,649	\$0
EVANS	Public Works Foreman	PW Director	01/2020	2080.00					2	\$54,281	\$66,435	\$78,589	\$56,774	\$65,043	\$60,908	\$0
FEDERAL HEIGHTS	PUBLIC WORKS CREW LEADER	Public Works Superintendent	01/2020	2080.00	=	N	0	0	1	\$57,152	\$67,373	\$77,594	\$70,720	\$70,720	\$70,720	\$0
FORT COLLINS	Crew Chief	Varies	01/2020	2080.00	=	N	0	0	9	\$52,685	\$70,246	\$87,808	\$56,360	\$73,246	\$63,374	\$62,451

FORT LUPTON	Lead Public Works Maintenance Worker	Public Works Operations Manager	02/2020	2080.00	=	N	0	0	0	\$45,760	\$54,912	\$64,064	\$58,219	\$58,219	\$58,219	\$0
FORT MORGAN	Foreman - Gas & Streets	Utilities & Streets Superintendents	3/2020	2080.00	=	N	9	0	2	\$43,200	\$54,000	\$64,800	\$49,676	\$56,451	\$53,064	\$0
FOUNTAIN	LEAD PARKS MAINTENANCE WORKER	Parks Superintendent	02/2020	2080.00	=	N	5	0	1	\$32,917	\$40,159	\$47,401	\$33,575	\$48,349	\$40,291	\$0
FRUITA	Crew Leader	Crew Supervisor	01/2020	2080.00	=	N	0	0	1	\$49,274	\$53,622	\$57,969	\$52,172	\$52,172	\$52,172	\$0
GILCREST	Public Works Worker	Public Works Foreman	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$44,133	\$44,133	\$44,133	\$0
GLENWOOD SPRINGS	SWAT Crew Lead, Street Crew Lead, Landfill Crew Lead	W/W/W Supervisor	01/2020	2080.00	=	N	2	0	4	\$49,749	\$59,740	\$69,731	\$53,573	\$61,808	\$57,863	\$0
GOLDEN	Crew Leader/Streets, Parks Supervisor	Streets Superintendent & Parks Manager	1/2020	2080.00	=	N	0	7	2	\$48,770	\$57,300	\$65,830	\$56,576	\$58,760	\$57,668	\$0
GRAND JUNCTION	Public Works Crew Leader	Division Supervisor	01/2020	2080.00	=	N	0	0	6	\$45,671	\$54,806	\$63,940	\$55,640	\$58,468	\$57,997	\$0
GUNNISON	Crew Leader-Water Department	Water Superintendent	01/2020	2080.00	=	N	2	2	1	\$51,700	\$60,800	\$69,900	\$69,900	\$69,900	\$69,900	\$0
GUNNISON COUNTY	CREW LEADER	OPERATIONS MANAGER	01/2020	2080.00	=	N	0	0	1	\$53,132	\$64,144	\$75,156	\$75,156	\$75,156	\$75,156	\$0
GYPSUM	Streets Supervisor	Public Works Director & Assistant Director	01/2020	2080.00	=	N	7	6	1	\$0	\$0	\$0	\$72,904	\$72,904	\$72,904	\$0
LAKEWOOD	Parks Maintenance Lead Pers		01/2020	2080.00	=	N	0	0	7	\$52,520	\$61,703	\$70,886	\$59,946	\$69,285	\$62,864	\$0
LOUISVILLE	Operations Technician III	Operations Manager	02/2020	2080.00	=	N	8	8	2	\$48,984	\$56,878	\$64,771	\$50,772	\$64,771	\$57,771	\$0
LOVELAND	Traffic Marking Crew Leader	TRAFFIC OPERATIONS SUPERINTENDENT	01/2020	2080.00	=	N	0	1	1	\$49,700	\$62,100	\$74,500	\$55,452	\$55,452	\$55,452	\$0
MANITOU SPRINGS	CREW LEADER	FOREMAN	01/2020	2080.00	=	N	0	0	2	\$39,867	\$47,840	\$55,814	\$43,854	\$51,827	\$0	\$47,840
MONTROSE	Parks and Special Projects Team Leader	Parks & Special Projects Superintendent	01/2020	2080.00	=	N	0	0	2	\$53,103	\$63,702	\$74,302	\$50,299	\$65,362	\$59,232	\$0
OURAY	Public Works Foreman	Public Works Director	01/2020	2080.00	=	N	5	5	1	\$59,253	\$71,103	\$82,953	\$59,253	\$59,253	\$59,253	\$0
PLATTEVILLE	Pubic Works Foreman	Public Works Director	01/2020	2080.00	<	N	0	0	1	\$0	\$0	\$0	\$54,700	\$54,700	\$54,700	\$0
PUEBLO	AREA CREW LEADER	STREETS SUPERINDENTENT / SW UTILITY MAINT. SUPERVISOR	01/2020	2085.00	=	N	10	10	2	\$47,702	\$53,828	\$59,954	\$55,107	\$59,954	\$57,531	\$0
RANGELY	CREW LEADER		01/2020	2080.00	=	N	0	0	1	\$45,900	\$51,000	\$56,100	\$45,900	\$56,100	\$51,353	\$0
RIFLE	Streets/Construction Crew Leader		01/2020	2080.00	=	N			2	\$45,780	\$56,070	\$66,360	\$49,336	\$59,852	\$54,595	\$54,595
ROCKY FORD	CEMETERY SEXTON	Public Works Foreman	01/2020	2080.00	=	N	1	1	1	\$23,088	\$28,512	\$33,936	\$0	\$0	\$0	\$0
SALIDA		PUBLIC WORKS DIRECTOR	02/2020	2080.00	=	N	0	0	2	\$45,199	\$56,499	\$67,799	\$56,867	\$66,024	\$61,446	\$0
STEAMBOAT SPRINGS	Crew Leader	Parks or Golf Supervisor	01/2019	2080.00	=	N	5	5	6	\$45,311	\$53,240	\$61,169	\$46,100	\$61,172	\$0	\$0
SUPERIOR	Field Maintenance Superintendent	Public Works and Utilities Director	01/2020	2080.00	>	N	4	4	0	\$57,200	\$73,611	\$90,022	\$80,481	\$80,481	\$80,481	\$0
TELLURIDE	Assistant Parks Supervisor	Parks Supervisor	03/2020	2080.00	=	N	0	0	2	\$50,993	\$62,466	\$73,939	\$52,391	\$59,354	\$55,873	\$0
THORNTON	Sr. Equipment Operator-Streets	Street Operations Supervisor/Street Ops Superintendent	01/2020	2080.00	=	N	0	0	3	\$50,853	\$58,990	\$67,126	\$66,424	\$67,126	\$66,892	\$0
TIMNATH	PUBLIC WORKS OPERATIONS FOREMAN	PUBLIC WORKS OPERATIONS SUPERVISOR	01/2020	2080.00	=	N	0	0	0	\$46,200	\$55,400	\$64,600	\$0	\$0	\$0	\$0
TRINIDAD	Public Works Supervisor	Public Works Director	01/2020	2080.00	=	N	11	0	1	\$0	\$0	\$0	\$65,624	\$65,624	\$65,624	\$0
VAIL	Crew Leader		01/2020	2080.00	=	N	0	0	3	\$63,864	\$76,003	\$88,143	\$77,147	\$77,147	\$77,147	\$0
WESTMINSTER	Crewleader	Foreman	01/2020	2085.00	=	N	3	3	8	\$58,277	\$66,436	\$74,594	\$59,720	\$74,594	\$67,588	\$69,273
WHEAT RIDGE	Crew Leader	Operations Supervisor	01/2020	2080.00	=	N	0	0	3	\$41,536	\$50,855	\$60,174	\$63,037	\$63,037	\$63,037	\$0
WOODLAND PARK	CREW CHIEF=FS-UTILITIES/PUBLIC WORKS/BUILDINGS & GROUNDS/FLEET MAINTENAN	PUBLIC WORKS DIRECTOR OR UTILITIES DIRECTOR	01/2020	2080.00	=	N	0	0	3	\$57,002	\$67,112	\$77,221	\$57,002	\$67,305	\$62,153	\$0
YUMA	Shop/Sanitation/Streets Supervisor	City Manager	01/2020	2080.00	=	N	3	2	1	\$30,500	\$42,750	\$55,000	\$55,230	\$55,230	\$55,230	\$0
Average										\$48,085	\$57,586	\$67,087	\$56,309	\$61,903	\$59,390	\$61,422

**Job # B052 - CREW SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Streets Maintenance Supervisor	District Maint. Supervisor or Senior Streets Maint. Supervisor	01/2020	2080.00	=	Y	15	15	6	\$44,932	\$56,671	\$68,410	\$58,084	\$73,423	\$64,716	\$0
BROOMFIELD	Foreman (Parks/Streets/Utilities)	Varies	01/2020	2080.00	=	N	0	0	9	\$60,944	\$72,020	\$83,096	\$62,088	\$83,096	\$72,592	\$0
BRUSH	Street Supervisor		01/2020	2080.00		N			1	\$41,004	\$50,286	\$59,568	\$0	\$0	\$0	\$0
CANON CITY	Streets Supervisor		01/2019	2080.00	=	N	0	0	1	\$56,188	\$66,104	\$76,019	\$64,950	\$64,950	\$64,950	\$0
CHERRY HILLS VILLAGE	Streets Operation Supervisor	Director of Public Works/ Right of Way Manager	01/2020	2080.00	=	N	5	5	2	\$63,101	\$74,102	\$85,102	\$67,154	\$67,541	\$67,348	\$0
COLORADO SPRINGS	Skilled Maintenance Supervisor	Varies - Typically Division Head	02/2020	2080.00	=	N	0	0	8	\$62,145	\$74,716	\$87,286	\$68,000	\$80,387	\$73,517	\$0
COMMERCE CITY	Streets Ops & Maintenance Superv	Public Works Operations Manager	01/2020	2080.00	=	Y	18	2	1	\$54,722	\$68,403	\$82,084	\$71,057	\$71,057	\$71,057	\$0
CORTEZ	Public Works Foreman	Public Works Superintendent	01/2020	2080.00	=	N	0	0	2	\$43,992	\$54,995	\$65,998	\$43,992	\$57,408	\$50,700	\$0
CRESTED BUTTE	Public Works Manager	Public Works Director	01/2020	2080.00	>	N	0	0	1	\$70,116	\$81,286	\$92,457	\$0	\$0	\$0	\$0
DELTA	DOC Crew Supervisor	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$48,342	\$55,944	\$63,546	\$59,268	\$59,268	\$59,268	\$0
DENVER	Crew Lead		03/2020	2080.00	=	N	0	0	57	\$52,603	\$64,698	\$76,794	\$53,955	\$75,234	\$62,945	\$63,835
ENGLEWOOD	Streets Administrator	Streets Maintenance Manager	01/2019	2080.00	=	Y	0	0	1	\$57,896	\$70,869	\$83,842	\$60,978	\$60,978	\$60,978	\$0
ERIE	D&C Supervisor and Streets Supervisor	O & M Assistant Manager	02/2020	2080.00	=	N	0	0	2	\$58,470	\$67,533	\$76,596	\$63,534	\$71,885	\$67,709	\$0
FEDERAL HEIGHTS	PUBLIC WORKS SUPERINTENDENT	Public Works Director	01/2020	2080.00	>	N	7	7	1	\$73,330	\$89,786	\$106,241	\$94,370	\$94,370	\$94,370	\$0
FORT MORGAN	Foreman, Lead Lineman - Light & Power	Lightt & Power Superintendent	3/2020	2080.00	=	N	8	0	2	\$64,000	\$80,650	\$97,300	\$79,861	\$82,796	\$81,329	\$0

FOUNTAIN	STREETS FOREMAN	Streets Superintendent	02/2020	2080.00	=	N	7	7	1	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$0
FRUITA	Crew Supervisor	Public Works Superintendent	01/2020	2080.00	=	N	5	5	3	\$57,633	\$62,718	\$67,804	\$57,672	\$61,024	\$59,907	\$0
GLENDALE	Manager of Turf Oper.	Park Superintendent	02/2020	2080.00	=	N	0	0	1	\$46,100	\$54,050	\$62,000	\$51,960	\$51,960	\$51,960	\$51,960
GOLDEN	Street Supervisor	Streets Superintendent	1/2020	2080.00	=	N	13	13	1	\$60,150	\$72,185	\$84,220	\$68,494	\$68,494	\$68,494	\$0
GRAND JUNCTION	Operations and Maintenance Supervisor - Streets	Division Manager	01/2020	2080.00	=	Y	11	11	6	\$64,675	\$77,610	\$90,545	\$73,174	\$82,784	\$80,520	\$0
GREELEY	CREW SUPERVISOR	Superintendent	01/2020	2080.00	=	N	0	0	5	\$61,885	\$74,262	\$86,639	\$65,354	\$82,368	\$72,585	\$0
GREENWOOD VILLAGE	Public Works Supervisor	Public Works Manager	01/2020	2080.00	=	N	0	0	8	\$62,307	\$75,141	\$87,975	\$66,934	\$87,505	\$82,911	\$0
GUNNISON COUNTY	FOREMAN I	OPERATIONS MANAGER	01/2020	2080.00	=	N	0	0	3	\$55,781	\$67,341	\$78,901	\$58,712	\$69,617	\$62,336	\$0
LAFAYETTE	Crew Supervisor	Streets and Utilities Superintendent	01/2020	2080.00	=	N	11	11	1	\$64,319	\$80,399	\$96,479	\$82,555	\$82,555	\$82,555	\$0
LAKEWOOD	Street Maintenance Crew Ldr		01/2020	2080.00	=	Y	0	0	2	\$65,853	\$77,334	\$88,816	\$75,816	\$82,368	\$79,092	\$0
LAMAR	Foreman	Department Supervisor	01/2020	2080.00	=	N	12	3	4	\$38,890	\$47,396	\$55,903	\$40,063	\$48,161	\$44,508	\$49,088
LONGMONT	Utility & Streets Maintenance Supervisor	Utility & Streets O&M Manager	01/2020	2080.00	=	Y	8	0	2	\$70,773	\$77,850	\$84,927	\$79,422	\$79,422	\$79,422	\$79,422
LOVELAND	Crew Supervisor - Water /Streets / Stormwater / R & R / Fleet / Solid Waste	Various	01/2020	2080.00	=	Y	0	0	10	\$58,100	\$74,100	\$90,100	\$69,076	\$90,084	\$79,489	\$0
MANITOU SPRINGS	Foreman-Public Works and Water Supervisor	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$56,806	\$68,168	\$79,529	\$62,487	\$73,848	\$0	\$68,168
MOUNTAIN VILLAGE	Crew Leader-Streets/Sewer	Public Works Director	01/2020	2080.00	=	N	0	0	3	\$41,545	\$48,876	\$56,208	\$49,557	\$53,256	\$53,256	\$0
MT. CRESTED BUTTE	Maintenance Department Manager	Town Manager	01/2020	2080.00	=	N	5	0	1	\$60,000	\$70,000	\$80,000	\$78,624	\$78,624	\$78,624	\$0
NORTHGLENN	Municipal Services Supervisor	PW Superintendent	01/2020	2080.00	=	N	6	6	3	\$61,300	\$75,125	\$88,950	\$72,945	\$76,668	\$75,427	\$0
PUEBLO	STREETS MAINTENANCE SUPV	DIRECTOR/STORMWATER & PW	01/2020	2085.00	=	Y	15	2	1	\$62,309	\$69,212	\$76,114	\$66,855	\$66,855	\$66,855	\$0
SALIDA		PARKS & REC DIRECTOR	02/2020	2080.00	=	N	0	0	1	\$45,486	\$56,858	\$68,229	\$56,852	\$56,852	\$56,852	\$0
SILVERTHORNE	Senior Equipment Operator	Streets Manager	01/2020	2080.00	<	N	9	4	2	\$58,277	\$67,993	\$77,710	\$76,174	\$76,174	\$76,174	\$0
STEAMBOAT SPRINGS	Foreman	Street Supervisor	01/2019	2080.00	=	N	5	5	2	\$54,826	\$64,420	\$74,015	\$62,827	\$64,571	\$0	\$0
TELLURIDE	STREET & UTILITY CREW SUPERVISOR	STREET & UTILITY SUPERINTENDENT	03/2020	2080.00	=	N	0	0	1	\$58,395	\$71,534	\$84,673	\$73,116	\$73,116	\$73,116	\$0
THORNTON	Street Operations Supervisor	Street Operations Superintendent	01/2020	2080.00	=	Y	0	0	2	\$66,658	\$77,324	\$87,989	\$87,989	\$87,989	\$87,989	\$0
VAIL	Carpentry Supervisor		01/2020	2080.00	=	N	0	0	1	\$63,864	\$76,003	\$88,143	\$76,336	\$76,336	\$76,336	\$0
WESTMINSTER	Foreman	Division Manager or Supervisor	01/2020	2085.00	=	N	8	8	15	\$67,348	\$76,778	\$86,209	\$67,348	\$86,209	\$80,460	\$82,055
WOODLAND PARK	MAINTENANCE WORKER III - STREETS/BUILDING & GROUNDS	CREW CHIEF	01/2020	2080.00	=	N	5	0	3	\$42,874	\$50,426	\$57,977	\$42,874	\$45,834	\$44,372	\$0

<b>Average</b>	<b>\$57,177</b>	<b>\$68,236</b>	<b>\$79,295</b>	<b>\$65,583</b>	<b>\$72,131</b>	<b>\$69,227</b>	<b>\$65,755</b>
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#### Job # B085 - CRIME ANALYST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Crime Analyst	Deputy Chief of Police	01/2020	2080.00	=	Y	0	0	2	\$62,817	\$74,355	\$85,893	\$85,893	\$85,893	\$85,893	\$0
AURORA	Crime Analyst (AD28)	Varies (Sgt/Lt/Captain)	01/2020	2080.00	=	Y	0	0	6	\$61,487	\$75,294	\$89,102	\$60,777	\$84,059	\$74,852	\$0
BRIGHTON	Crime Analyst		03/2020	2080.00	=	N	0	0	1	\$58,135	\$68,890	\$79,645	\$79,477	\$79,477	\$79,477	\$0
BROOMFIELD	Crime Analyst	Police Commander	01/2020	2080.00	=	N	0	0	1	\$61,464	\$72,644	\$83,824	\$83,824	\$83,824	\$83,824	\$0
COLORADO SPRINGS	Analyst II	Police Commander usuality	02/2020	2080.00	=	Y	0	0	5	\$63,332	\$76,142	\$88,953	\$70,366	\$77,244	\$74,663	\$0
COMMERCE CITY	Crime Analyst	Sergeant	01/2020	2080.00	=	N	0	0	0	\$60,504	\$71,740	\$82,976	\$0	\$0	\$0	\$0
DURANGO	Crime Analyst	Police Sergeant	01/2020	2080.00	=	N	0	0	1	\$60,588	\$72,706	\$84,823	\$60,588	\$60,588	\$60,588	\$0
FORT COLLINS	Crime Analyst	Police Lieutenant	01/2020	2080.00	=	N	0	0	2	\$53,485	\$66,856	\$80,228	\$72,818	\$74,584	\$73,701	\$71,554
FOUNTAIN	CRIME ANALYST	Police Administrative Services Supervisor	02/2020	2080.00	=	N	0	0	1	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$0
GLENDALE			02/2019	2080.00	=	N	0	0	0	\$54,075	\$68,238	\$82,400	\$0	\$0	\$0	\$0
GRAND JUNCTION	Crime Analyst	Police Commander	01/2020	2080.00	=	Y	0	0	1	\$55,706	\$66,847	\$77,988	\$71,302	\$71,302	\$71,302	\$0
GREELEY	CRIME ANALYST	Police Sergeant	01/2020	2080.00	=	N	0	0	1	\$59,165	\$71,019	\$82,872	\$59,198	\$59,168	\$59,198	\$0
LAKEWOOD	Crime Analyst I		01/2020	2080.00	=	N	0	0	2	\$61,443	\$73,694	\$85,946	\$73,445	\$80,018	\$76,731	\$0
LONE TREE	Admin Assistant III/Crime Analyst	Commander	01/2020	2080.00	=	N	0	0	1	\$55,100	\$68,650	\$82,200	\$0	\$60,645	\$0	\$0
LOVELAND	Crime Analyst	Police Captain	01/2020	2080.00	=	N	0	0	1	\$62,200	\$79,300	\$96,400	\$75,732	\$75,732	\$75,732	\$0
PARKER	Crime Analyst		01/2019	2080.00	=	N	0	0	1	\$57,800	\$72,200	\$86,600	\$73,466	\$73,466	\$73,466	\$0
PUEBLO	CRIME ANALYST	POLICE DEPUTY CHIEF	01/2020	2085.00	=	Y	0	0	1	\$50,258	\$56,197	\$62,136	\$50,258	\$50,258	\$50,258	\$0
THORNTON	Crime Analyst	Police Commander	01/2020	2080.00	=	N	0	0	2	\$62,295	\$72,262	\$82,230	\$71,490	\$82,230	\$76,860	\$0
WESTMINSTER	Crime Analyst	Deputy Police Chief	01/2020	2085.00	=	Y	0	0	1	\$67,213	\$75,614	\$84,016	\$84,016	\$84,016	\$84,016	\$84,016
WHEAT RIDGE	CRIME ANALYST/STATISTICIAN		01/2020	2080.00	=	N	0	0	1	\$59,428	\$71,356	\$83,285	\$66,210	\$66,210	\$66,210	\$0
<b>Average</b>										<b>\$58,641</b>	<b>\$70,526</b>	<b>\$82,411</b>	<b>\$69,771</b>	<b>\$73,153</b>	<b>\$71,968</b>	<b>\$77,785</b>

#### Job # B086 - CRIME SCENE INVESTIGATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Crime Scene Investigator I-III (BA28)	Forensic Supervisor	01/2020	2080.00	=	N	0	0	9	\$56,538	\$69,210	\$81,883	\$49,329	\$72,186	\$66,265	\$0
AVON	POLICE DETECTIVE	Police Detective Sergeant	01/2020	2080.00	<	N	0	3	1	\$61,807	\$74,674	\$87,542	\$80,336	\$80,336	\$80,336	\$0

BRIGHTON	Criminalist		02/2019	2080.00	=	N	0	0	1	\$61,558	\$72,951	\$84,344	\$84,344	\$84,344	\$84,344	\$0
BROOMFIELD	Criminalist	Criminalist	01/2020	2080.00	=	N	0	0	1	\$84,448	\$89,440	\$94,432	\$94,432	\$94,432	\$94,432	\$0
CHERRY HILLS VILLAGE	Crime Scene Investigator		01/2020	2080.00	=	N	0	0	1	\$61,342	\$73,588	\$85,833	\$77,677	\$77,677	\$77,677	\$0
COLORADO SPRINGS	Crime Scene Technician	Police Sergeant or Lieutenant	02/2020	2080.00	=	N	0	0	3	\$52,232	\$62,798	\$73,363	\$52,232	\$61,784	\$58,600	\$0
COMMERCE CITY	Crime Scene Technician II	Sergeant	01/2020	2080.00	=	N	0	0	2	\$55,806	\$69,758	\$83,710	\$72,776	\$80,861	\$76,819	\$0
DENVER	Criminalist II		03/2020	2080.00	=	N	0	0	8	\$64,064	\$78,801	\$93,538	\$69,208	\$89,464	\$78,464	\$76,353
ERIE	Police Investigator Officer II	Police Sergeant	02/2020	2080.00	=	N	0	0	4	\$63,690	\$72,394	\$81,099	\$74,277	\$81,099	\$17,688	\$0
FORT COLLINS	Criminalist	Police Sergeant	01/2020	2080.00	=	N	0	0	3	\$58,834	\$73,542	\$88,250	\$69,798	\$87,083	\$75,946	\$68,722
FOUNTAIN	ACCIDENT RECONSTRUCTION SPECIALIST	Police Lieutenant	02/2020	2080.00	=	N	0	0	0	\$52,051	\$62,264	\$72,476	\$53,092	\$73,926	\$62,648	\$0
GOLDEN	Crime Scene/Evidence Specialist	Sergeant	1/2020	2080.00	=	N	0	0	2	\$50,200	\$61,500	\$72,800	\$50,200	\$70,969	\$60,584	\$0
LAKEWOOD	Crime Scene Analyst	Police Commander	01/2020	2080.00	=	N	0	0	1	\$61,443	\$73,694	\$85,946	\$71,843	\$71,843	\$71,843	\$0
LONGMONT	CSO Crime Scene Investigator	Master Police Officer, PS Crime Unit	01/2020	2080.00	=	N	0	0	2	\$64,536	\$70,992	\$77,448	\$71,712	\$73,068	\$73,068	\$72,712
LOVELAND	Criminalist	Police Sergeant	01/2020	2080.00	=	N	0	2	1	\$68,600	\$87,500	\$106,400	\$93,870	\$93,870	\$93,870	\$0
NORTHGLENN	Criminalist	Sergeant	01/2020	2080.00	=	N	0	0	1	\$66,600	\$81,580	\$96,560	\$66,601	\$66,601	\$66,601	\$0
THORNTON	Senior Criminalist	Police Sergeant-Detectives	01/2020	2080.00	=	N	0	0	2	\$66,658	\$77,324	\$87,989	\$81,522	\$87,989	\$84,756	\$0
WESTMINSTER	Criminalist / Senior Criminalist	Sergeant	01/2020	2085.00	=	N	0	0	4	\$54,211	\$70,210	\$86,209	\$80,054	\$86,209	\$84,671	\$86,209
Average										\$61,368	\$73,457	\$85,546	\$71,850	\$79,652	\$72,701	\$75,999

#### Job # B064 - CULTURAL EVENTS COORDINATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Special Events Coordinator		01/2019	2080.00	=	N	0	0	0	\$47,096	\$56,633	\$66,170	\$66,185	\$66,185	\$66,185	\$0
AURORA	Special Events Coordinator	Open Space and Natural Resources Event Superintendent	01/2020	2080.00	=	Y	0	0	1	\$43,076	\$57,076	\$71,076	\$60,552	\$60,552	\$60,552	\$0
AVON	CULTURAL ARTS & SPECIAL EVENTS MANAGER	Town Manager	01/2020	2080.00	>	Y	0	1	1	\$65,431	\$82,632	\$99,832	\$89,988	\$89,988	\$89,988	\$0
BRIGHTON	Events & DT Int. Manager	Public Information Officer	03/2020	2080.00	=	N	0	0	1	\$57,588	\$68,242	\$78,895	\$67,769	\$67,769	\$67,769	\$0
COLORADO SPRINGS	Museum Program Coordinator	Cultural Service Division Manager	02/2020	2080.00	=	N	0	0	1	\$53,304	\$64,086	\$74,869	\$63,756	\$63,756	\$63,756	\$0
COMMERCE CITY	Community Liaison	Community Relations Manager	01/2020	2080.00	=	Y	0	0	1	\$54,534	\$68,168	\$81,801	\$66,804	\$66,804	\$66,804	\$0
CORTEZ	Marketing Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$39,104	\$48,859	\$58,614	\$54,600	\$54,600	\$54,600	\$0
CRIPPLE CREEK	Events and Marketing Director	City Administrator	01/2020	2080.00	=	Y	2	2	1	\$46,460	\$54,658	\$62,857	\$84,974	\$84,974	\$84,974	\$0
DENVER	Entertainment Production Coordinator		03/2020	2080.00	=	Y	0	0	3	\$66,775	\$86,808	\$106,840	\$86,616	\$91,995	\$88,799	\$87,787
DILLON	Events Manager	Public Works Director	01/2020	2080.00	=	Y	5	5	1	\$54,024	\$64,828	\$75,633	\$66,468	\$66,468	\$66,468	\$0
ESTES PARK	Special Events Coordinator	Community Services Director	01/2020	2080.00	=	N	0	0	2	\$52,425	\$61,599	\$70,773	\$56,104	\$58,131	\$57,118	\$0
FEDERAL HEIGHTS	Special Events Coordinator	Fire Chief	01/2020	2080.00	=	N	0	0	1	\$47,113	\$56,246	\$65,379	\$49,920	\$49,920	\$49,920	\$0
FIRESTONE	Communications Coordinator	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$55,361	\$71,969	\$58,136	\$58,136
FORT COLLINS	Specialist, Communications	Various	01/2020	2080.00	=	Y	0	0	3	\$48,815	\$65,087	\$81,359	\$57,000	\$67,726	\$61,747	\$56,300
FREDERICK	Communications and Engagement Specialist	Communications and Engagement Manager	01/2020	2080.00	=	Y	0	0	1	\$50,000	\$61,000	\$72,000	\$52,500	\$52,500	\$52,500	\$0
FRISCO	Events Manager	Marketing and Communications Director	01/2020	2080.00	=	N	19	19	1	\$57,564	\$69,077	\$80,590	\$66,561	\$66,561	\$66,561	\$0
GLENWOOD SPRINGS	Executive Director of Arts	City Board	01/2020	2080.00	=	Y	0	0	1	\$49,749	\$59,740	\$69,731	\$64,581	\$64,581	\$64,581	\$0
GREELEY	SPECIAL EVENTS COORD	Marketing Coordinator	01/2020	2080.00	=	Y	0	0	1	\$53,018	\$63,621	\$74,225	\$69,368	\$69,368	\$69,368	\$0
GREENWOOD VILLAGE	CULTURAL ARTS / EVENTS COORDINATOR		01/2020	2080.00					1	\$49,272	\$59,086	\$68,900	\$57,075	\$57,075	\$57,075	\$0
GUNNISON	Facility/Events Manager	Parks & Recreation Director	01/2020	2080.00	=	Y	0	0	1	\$58,600	\$68,800	\$79,000	\$68,800	\$68,800	\$68,800	\$0
LA FAYETTE	CULTURAL ARTS / EVENTS COORDINATOR	ARTS AND CULTURE DIRECTOR	01/2020	2080.00	=	Y	3	0	1	\$52,364	\$65,455	\$78,546	\$69,610	\$69,610	\$69,610	\$69,610
LONE TREE	Events Manager	Production Manager	01/2020	2080.00	=	Y	0	0	2	\$48,200	\$59,000	\$69,800	\$60,663	\$63,657	\$62,160	\$0
LOUISVILLE	Cultural Arts & Special Events Coordinator	Public Relations Manager	02/2020	2080.00	=	N	0	0	1	\$59,592	\$69,202	\$78,811	\$74,609	\$74,609	\$74,609	\$0
LYONS	Special Events Coordinator	Director Community Programs/Relations	01/2020	2080.00	=	N	0	0	0	\$44,963	\$52,842	\$60,720	\$45,637	\$61,631	\$52,358	\$0
MONTROSE	Pavilion Manager	City Clerk	01/2020	2080.00	=	Y	5	5	1	\$59,305	\$69,618	\$79,930	\$60,424	\$69,626	\$64,465	\$0
PAGOSA SPRINGS	Event Coordinator		01/2020	2080.00	=	N	0	0	1	\$39,437	\$46,684	\$53,932	\$41,500	\$41,500	\$41,500	\$0
PALISADE	EVENTS COORDINATOR		01/2019	2080.00	=	N	0	0	1	\$46,670	\$51,766	\$56,861	\$46,670	\$56,861	\$46,670	\$0
RIFLE	Ute Event Center Manager		01/2020	2080.00		N			1	\$42,525	\$51,082	\$59,640	\$51,109	\$51,109	\$51,109	\$51,109
SALIDA	CULTURAL ARTS / EVENTS COORDINATOR	ARTS & CULTURE DIRECTOR	02/2020	2080.00	=	N	0	0	1	\$39,043	\$48,804	\$58,565	\$82,398	\$82,398	\$82,398	\$0
SILVERTHORNE	Marketing & Culture Manager	Recreation & Culture Director	01/2020	2080.00	=	Y	13	7	1	\$70,916	\$82,735	\$94,554	\$76,249	\$76,249	\$76,249	\$0
THORNTON	Arts & Culture Coordinator II	Arts & Culture Manager	01/2020	2080.00	>	Y	0	0	1	\$62,295	\$72,262	\$82,230	\$63,521	\$63,521	\$63,521	\$0
VAIL	Special Events Coordinator		01/2020	2080.00	=	N	0	0	1	\$54,680	\$66,988	\$79,297	\$62,397	\$62,397	\$62,397	\$0
WOODLAND PARK	CULTURAL CENTER FACILITIES MANAGER	CITY CLERK/ASST. CITY MANAGER	01/2020	2080.00	=	N	1	1	1	\$42,874	\$50,426	\$57,977	\$45,876	\$45,876	\$45,876	\$0
Average										\$51,775	\$62,597	\$73,419	\$63,201	\$65,417	\$63,898	\$64,588

#### Job # B053.5/S26.5 - CUSTODIAL SUPERVISOR

Range	Actual
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Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
BRIGHTON	Lead Custodian	Facilities Manager	03/2020	2080.00	=	N	0	0	1	\$48,462	\$57,428	\$66,393	\$62,440	\$62,440	\$62,440	\$0
BROOMFIELD	Custodial Foreman	Facility Services Coordinator	01/2020	2080.00	=	N	0	0	3	\$46,176	\$54,340	\$62,504	\$50,648	\$60,798	\$55,723	\$0
COLORADO SPRINGS	Facilities Supervisor		02/2020	2080.00	=	N	0	0	15	\$62,145	\$74,716	\$87,286	\$63,808	\$80,057	\$71,865	\$0
CRESTED BUTTE	Facilities Maintenance Lead	Public Works Director	01/2020	2080.00	>	N	0	0	1	\$60,441	\$70,136	\$79,832	\$65,665	\$65,665	\$65,665	\$0
CRIPPLE CREEK	Custodial Manager	City Administrator	01/2020	2080.00	=	N	5	5	1	\$33,018	\$41,817	\$50,616	\$53,047	\$53,047	\$53,047	\$0
DENVER	Custodial Supervisor		03/2020	2080.00	=	N	0	0	5	\$33,717	\$41,476	\$49,234	\$38,252	\$48,194	\$44,699	\$45,781
ENGLEWOOD	Building Services Supervisor	Facility Services and Maintenance Administrator	01/2019	2080.00	=	Y	13	0	1	\$41,412	\$49,654	\$57,896	\$46,206	\$46,206	\$46,206	\$0
EVANS	Facility Maintenance Supervisor	Recreation Director	01/2020	2080.00	=	N	3	3	1	\$39,449	\$47,380	\$55,311	\$49,447	\$49,447	\$49,447	\$0
GLENWOOD SPRINGS	Custodial Staff Supervisor	Finance	01/2020	2080.00	=	N	0	0	2	\$41,912	\$50,315	\$58,718	\$45,011	\$45,760	\$45,386	\$0
GREELEY	FACILITY SERVICE SUPV II	Leisure Services Director	01/2020	2080.00	=	N	0	0	2	\$53,947	\$64,736	\$75,526	\$61,485	\$66,976	\$64,230	\$0
MONUMENT			01/2019	2080.00		N			0	\$43,239	\$52,081	\$60,923	\$59,704	\$59,704	\$59,704	\$0
SILVERTHORNE	Pavilion Events Operations Specialist	Marketing & Culture Manager	01/2020	2080.00			1	1	1	\$47,644	\$55,584	\$63,525	\$51,417	\$51,417	\$51,417	\$0
THORNTON	Custodial Supervisor	Custodial Services Superintendent	01/2020	2080.00	=	Y	0	0	1	\$49,161	\$57,027	\$64,893	\$60,884	\$60,884	\$60,884	\$0
WINDSOR	Custodial Supervisor	Facilities Manager	02/2020	2080.00	=	Y	6	6	1	\$29,286	\$34,080	\$38,875	\$36,005	\$36,005	\$36,005	\$0
Average										\$45,001	\$53,626	\$62,252	\$53,144	\$56,186	\$54,766	\$45,781

#### Job # B053 / S26 - CUSTODIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	CUSTODIAN	FACILITY MANAGER	01/2020	2080.00	=	N	0	0	1	\$27,008	\$31,738	\$36,468	\$33,030	\$33,030	\$33,030	\$33,030
ARVADA	Custodian	Building Maintenance Leadworker	01/2020	2080.00	=	N	0	0	12	\$31,123	\$36,840	\$42,556	\$32,290	\$41,722	\$36,099	\$0
ASPEN	Maintenance Tech I		01/2019	2080.00	=	N	0	0	4	\$40,222	\$48,367	\$56,512	\$45,427	\$55,411	\$50,419	\$0
AURORA	Custodian	Facilities Services Supervisor	01/2020	2080.00	=	N	0	0	4	\$25,363	\$31,990	\$38,616	\$29,050	\$34,340	\$32,445	\$0
AVON	BUILDING ATTENDANT	Recreation Director	01/2020	2080.00	=	N	0	1	1	\$40,827	\$46,030	\$51,232	\$51,232	\$51,232	\$51,232	\$0
BLACK HAWK	Fleet Technician Aide	Fleet Superintendent	01/2020	2080.00	=	N	0	0	1	\$33,703	\$38,758	\$43,813	\$0	\$0	\$0	\$0
BRIGHTON	Custodian		03/2020	2080.00	=	N	0	0	10	\$29,187	\$34,587	\$39,987	\$30,043	\$39,987	\$32,471	\$0
BROOMFIELD	Custodian I	Custodial Foreman	01/2020	2080.00	=	N	0	0	3	\$30,784	\$33,644	\$36,504	\$31,325	\$32,302	\$31,814	\$0
BRUSH	Custodian (part time)	Assistant Administrator	01/2020	520.00	=	N	0	0	1	\$24,960	\$26,694	\$28,429	\$0	\$0	\$0	\$0
BUENA VISTA	CUSTODIAN		01/2020	2080.00	=	N	0	0	0	\$28,506	\$33,978	\$39,450	\$0	\$0	\$0	\$0
BURLINGTON	Building Custodian	Park and Recreation Director	01/2020	2080.00	=	N	0	0	1	\$28,650	\$33,665	\$38,679	\$32,768	\$32,768	\$32,768	\$32,768
CARBONDALE	BUILDING MAINTENANCE	TOWN CLERK	01/2020	2080.00	=	N	0	0	1	\$35,473	\$41,638	\$47,802	\$37,345	\$37,345	\$37,345	\$41,638
COLORADO SPRINGS	Maintenance Services Worker	Crew Leader or Skilled Mnt. Supervisor	01/2020	2080.00	=	N	0	0	12	\$30,774	\$36,999	\$43,224	\$30,959	\$37,461	\$36,189	\$0
COMMERCE CITY	Building Attendant	Recreation Coordinator	01/2020	2080.00	=	N	0	0	3	\$27,200	\$34,000	\$40,800	\$32,000	\$37,740	\$34,260	\$0
CORTEZ	Custodian	Senior Parks Worker/Facility Maintenance	01/2020	1300.00	=	N	0	0	3	\$26,416	\$30,711	\$35,006	\$27,810	\$27,810	\$27,810	\$0
CRESTED BUTTE	Custodian	Facilities Maintenance Lead	01/2020	2080.00	=	N	0	0	1	\$35,395	\$40,376	\$45,357	\$38,937	\$38,937	\$38,937	\$0
CRIPPLE CREEK	Custodian	Custodian Manager	01/2020	2080.00	=	N	0	0	4	\$20,270	\$27,810	\$35,349	\$23,598	\$37,047	\$29,107	\$0
DELTA	Custodian	Assistant Recreation Dir and Finance Director	01/2020	2080.00	=	N	0	0	2	\$30,426	\$35,142	\$39,859	\$33,182	\$34,025	\$34,025	\$0
DENVER	Custodian		03/2020	2080.00	=	N	0	0	70	\$27,040	\$33,259	\$39,478	\$29,640	\$39,478	\$34,464	\$33,944
DURANGO	Custodian-Airport/City Operations/Library	Airport/Recreation/Library Facility Maint Supervisor	01/2020	2080.00	=	N	0	0	5	\$31,595	\$37,914	\$44,233	\$31,595	\$31,595	\$31,595	\$0
ENGLEWOOD	Building Services Custodian	Facility Services & Maintenance Supervisor	01/2019	2080.00	=	N	0	0	11	\$26,658	\$31,339	\$36,020	\$29,355	\$36,452	\$32,875	\$0
ERIE	Custodian	Facilities Maintenance Foreman	02/2020	2080.00	=	N	0	0	1	\$34,606	\$38,932	\$43,257	\$38,730	\$38,730	\$38,730	\$0
EVANS	Technician		01/2020	2080.00	=	N	0	0	2	\$32,136	\$37,801	\$43,466	\$33,207	\$42,205	\$37,706	\$0
FORT LUPTON	Custodian	Buildings Supervisor	02/2020	2080.00	=	N	0	0	3	\$29,120	\$34,944	\$40,768	\$32,240	\$35,506	\$34,181	\$0
FOUNTAIN	CUSTODIAN	Facilities Maintenance Coordinator	02/2020	2080.00	=	N	0	0	1	\$23,394	\$28,540	\$33,687	\$23,862	\$34,361	\$32,757	\$0
FRUITA	Custodian	Crew Supervisor	01/2020	2080.00	=	N	0	0	1	\$28,836	\$31,380	\$33,925	\$28,836	\$28,836	\$28,836	\$0
GLENWOOD SPRINGS	Janitor/Custodian	Finance and Recreation	01/2020	2080.00	=	N	0	0	2	\$30,284	\$35,536	\$40,788	\$37,388	\$38,509	\$35,801	\$0
GRAND JUNCTION	Custodian	Facilities Supervisor	01/2020	2080.00	=	N	0	0	4	\$27,419	\$32,903	\$38,387	\$34,236	\$34,236	\$34,236	\$0
GREELEY	FACILITY SERVICE WORKER	Varies	01/2020	2080.00	=	N	0	0	15	\$29,925	\$34,414	\$38,903	\$31,824	\$34,736	\$33,734	\$0
GREENWOOD VILLAGE	Facility Services Worker	Public Works Supervisor	01/2020	2080.00	=	N	0	0	5	\$29,677	\$35,488	\$41,300	\$32,448	\$40,622	\$36,366	\$0
LA JUNTA	Custodian		01/2020	2080.00		N			3	\$26,174	\$28,994	\$31,813	\$17,714	\$26,310	\$20,580	\$0
LAKEWOOD	Custodian I		01/2020	2080.00	=	N	0	0	1	\$29,827	\$35,048	\$40,269	\$39,811	\$39,811	\$39,811	\$0
LAMAR	Custodian	Building Maintenance Supervisor	01/2020	2080.00	=	N	0	0	6	\$23,874	\$29,097	\$34,320	\$24,108	\$25,132	\$24,406	\$30,136
LONGMONT	Custodian	Various Building Supervisors	01/2020	2080.00	=	N	0	0	14	\$35,119	\$38,631	\$42,143	\$39,413	\$40,593	\$39,647	\$39,413
MANITOU SPRINGS	Building Janitorial Staff 1	Building Maintenance Lead II	01/2020	2080.00	=	N	0	0	1	\$35,647	\$42,776	\$49,905	\$39,211	\$46,340	\$0	\$42,776
MOUNTAIN VILLAGE	Property Attendant	Building Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$34,091	\$40,060	\$46,030	\$34,943	\$34,943	\$34,943	\$0
NORTHGLENN	Custodian	Varies	01/2020	2080.00	=	N	0	0	3	\$31,300	\$36,000	\$40,700	\$31,304	\$35,630	\$33,030	\$0
OURAY	Custodian	City Resource Director	01/2020	2080.00	=	N	0	0	1	\$39,369	\$47,241	\$55,113	\$39,369	\$39,369	\$39,369	\$0
PALISADE	CUSTODIAN		01/2019	2080.00	=	N	0	0	0	\$30,745	\$34,102	\$37,460	\$30,745	\$37,460	\$30,745	\$0

PARACHUTE	CUSTODIAN		01/2019	2080.00	=	N	0	0	1	\$30,862	\$35,256	\$39,650	\$40,299	\$40,299	\$40,299	\$0
PUEBLO	BUILDING CUSTODIAN	POLICE SERGEANT	01/2020	2085.00	=	N	0	0	1	\$27,410	\$31,706	\$36,002	\$31,015	\$31,015	\$31,015	\$0
RIFLE	Housekeeper		01/2020	2080.00		N			1	\$30,135	\$36,172	\$42,210	\$41,077	\$41,077	\$41,077	\$41,077
ROCKY FORD	CUSTODIAN	Public Works Admin. Director	01/2020	2080.00	=	N	0	0	0	\$16,665	\$22,331	\$27,997	\$0	\$0	\$0	\$0
SILVERTHORNE	Custodian	Recreation Center Manager	01/2020	2080.00	=	N	0	0	3	\$35,727	\$41,689	\$47,651	\$41,354	\$41,354	\$41,354	\$0
SNOWMASS VILLAGE	BUILDING CUSTODIAN		07/2019	2080.00		N			0	\$35,468	\$40,790	\$46,113	\$46,113	\$46,113	\$46,113	\$0
STERLING	Recreation Center Custodian	Recreation Superintendent	01/2020	2080.00	=	N	0	0	4	\$12,887	\$23,690	\$34,493	\$23,781	\$23,781	\$23,781	\$0
THORNTON	Custodian I	Custodial Supervisor	01/2020	2080.00	=	N	0	0	6	\$29,602	\$34,338	\$39,075	\$31,798	\$34,948	\$33,026	\$0
VAIL	Custodian II		01/2020	2080.00	=	N	0	0	1	\$39,163	\$46,204	\$53,245	\$47,466	\$47,466	\$47,466	\$0
WESTMINSTER	Custodian	Facility Assistant	01/2020	2085.00	=	N	0	0	2	\$32,676	\$37,252	\$41,828	\$33,493	\$41,828	\$37,661	\$37,661
WHEAT RIDGE	Custodian	Facilities Operations Supervisor	01/2020	2080.00	=	N	0	0	1	\$28,117	\$33,016	\$37,915	\$39,978	\$39,978	\$39,978	\$0
WINDSOR	Custodian	Custodial Supervisor	02/2020	2080.00	=	N	0	0	5	\$27,200	\$32,000	\$36,800	\$31,194	\$41,745	\$33,500	\$0
Average										\$29,981	\$35,330	\$40,678	\$33,969	\$37,481	\$35,370	\$36,938

#### Job # B043.3 - DATABASE ADMINISTRATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COLORADO SPRINGS	Database Administrator II		02/2020	2080.00	=	N	0	0	1	\$82,015	\$98,605	\$115,195	\$97,014	\$97,014	\$97,014	\$0
DENVER	IT Database Administrator Associate		03/2020	2080.00	=	Y	0	0	0	\$74,377	\$96,690	\$119,003	\$0	\$0	\$0	\$0
DURANGO	Database Administrator	Information Systems Manager	01/2020	2080.00	=	Y	0	0	1	\$80,616	\$98,754	\$116,893	\$92,948	\$92,948	\$92,948	\$0
LONGMONT	DATABASE ADMINISTRATOR		01/2020	2080.00	=	Y	0	0	1	\$82,424	\$90,666	\$98,909	\$92,497	\$92,497	\$92,497	\$92,497
LOVELAND	Database Administrator	Director of IT	01/2020	2080.00	=	N	0	0	0	\$82,700	\$107,500	\$132,300	\$107,328	\$107,328	\$107,328	\$0
THORNTON	Database Administrator I	Applications Services Manager	01/2020	2080.00	=	Y	0	0	1	\$78,942	\$91,573	\$104,204	\$104,204	\$104,204	\$104,204	\$0
Average										\$80,179	\$97,298	\$114,417	\$98,798	\$98,798	\$98,798	\$92,497

#### Job # B043.4 - DATABASE ADMINISTRATOR, SENIOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
DENVER	IT Database Administrator Senior		03/2020	2080.00			0	0	7	\$84,995	\$110,494	\$135,992	\$105,866	\$130,579	\$119,740	\$119,757
THORNTON	Database Administrator II	Applications Services Manager	01/2020	2080.00	=	Y	0	0	0	\$96,708	\$112,181	\$127,654	\$0	\$0	\$0	\$0
Average										\$90,852	\$111,337	\$131,823	\$105,866	\$130,579	\$119,740	\$119,757

#### Job # P06 - DAY CAMP AIDE

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRECKENRIDGE	Youth Recreations Attendant	Youth Recreation Coordinator	01/01/20	1040.00	=	N	0	0	21	\$25,480	\$30,420	\$35,360	\$26,083	\$32,905	\$28,225	\$0
BROOMFIELD	Camp Leader	Camp Director	01/2020	2080.00	=	N	0	0	0	\$25,376	\$28,392	\$31,408	\$0	\$0	\$0	\$0
CORTEZ	Playground Days Worker	Recreation Supervisor	01/2020	1500.00	=	N	0	0	0	\$24,960	\$28,392	\$31,824	\$24,960	\$0	\$0	\$0
Average										\$25,272	\$29,068	\$32,864	\$25,522	\$32,905	\$28,225	?

#### Job # P07 - DAY CAMP DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Camp Director	Recreation Coordinator	01/2020	2080.00	=	N	0	0	0	\$31,928	\$36,504	\$41,080	\$0	\$0	\$0	\$0
MOUNTAIN VILLAGE	Child Care & Preschool Director	Town Manager	01/2020	2080.00	=	N	0	0	0	\$75,144	\$88,296	\$101,449	\$88,269	\$88,296	\$88,296	\$0
Average										\$53,536	\$62,400	\$71,264	\$88,269	\$88,296	\$88,296	?

#### Job # M06 - DEPUTY CITY MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BENNETT	Deputy Town Administrator	Town Administrator	01/2020	2080.00	=	N	4	0	1	\$110,597	\$135,792	\$160,986	\$110,597	\$160,986	\$135,792	\$135,792
BROOMFIELD	Assistant City & County Manager	City & County Manager	01/2020	2080.00	=	Y	8	8	1	\$134,680	\$162,812	\$190,944	\$164,382	\$164,382	\$164,382	\$0
CHERRY HILLS VILLAGE			01/2020	0.00					1	\$109,230	\$135,668	\$162,107	\$162,107	\$162,107	\$162,107	\$0
FORT COLLINS	Deputy City Manager	City Manager	01/2020	2080.00	=	Y	0	0	2	\$142,960	\$190,614	\$238,267	\$200,028	\$201,368	\$200,698	\$200,028
FORT MORGAN	ASSISTANT GENERAL MANAGER		3/2020	2080.00		N	0	0	1	\$73,400	\$91,700	\$110,000	\$126,704	\$126,704	\$126,704	\$0
FOUNTAIN	DEPUTY CITY MANAGER	City Manager	02/2020	2080.00	=	N	27	4	1	\$111,469	\$135,992	\$160,516	\$113,698	\$163,726	\$136,438	\$0
GLENDALE	Deputy City Manager	City Manager	02/2020	2080.00	=	Y	12	3	1	\$137,917	\$166,808	\$195,700	\$170,845	\$170,845	\$170,845	\$0
GUNNISON COUNTY	Deputy County Manager	County Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$154,589	\$154,589	\$154,589	\$0
THORNTON	Executive Director - Management	City Manager	01/2020	2080.00	=	Y	0	7	1	\$140,306	\$162,755	\$185,204	\$185,204	\$185,204	\$185,204	\$0

## Average

\$120,070 \$147,768 \$175,466 \$154,239 \$165,546 \$159,640 \$167,910

**Job # B005 / S08 - DEPUTY CITY OR COUNTY CLERK**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	DEPUTY CITY CLERK/COURT CLERK	CITY CLERK	01/2020	2080.00	>	N	0	0	2	\$41,318	\$49,597	\$57,876	\$45,510	\$45,614	\$45,562	\$45,562
ARVADA	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$58,862	\$69,673	\$80,484	\$58,862	\$58,862	\$58,862	\$0
ASPEN	Chief Deputy City Clerk	City Clerk	01/2019	2080.00	=	Y	0	0	1	\$49,639	\$59,692	\$69,744	\$58,281	\$58,281	\$58,281	\$0
AURORA	Deputy City Clerk	City Clerk/Assistant City Manager	01/2020	2080.00	=	Y	3	3	1	\$52,123	\$69,062	\$86,002	\$100,706	\$100,706	\$100,706	\$0
BERTHOUD	Deputy Town Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$54,885	\$63,450	\$72,014	\$54,891	\$54,891	\$54,891	\$0
BLACK HAWK	Deputy City Clerk	City Clerk/Administrative Services Director	01/2020	2080.00	=	N	0	0	1	\$58,753	\$67,566	\$76,379	\$0	\$0	\$0	\$0
BLUE RIVER			01/2020	0.00		N			0	\$31,000	\$34,220	\$37,440	\$43,680	\$52,000	\$47,840	\$0
BRECKENRIDGE	Municipal Clerk	Assistant Town Manager	01/01/20	2080.00	=	Y	0	0	1	\$66,400	\$83,000	\$99,600	\$90,572	\$90,572	\$60,572	\$0
BRIGHTON	Deputy City Clerk	City Clerk	03/2020	2080.00	=	N	0	0	1	\$56,107	\$66,486	\$76,866	\$56,107	\$56,107	\$56,107	\$0
BROOMFIELD	Deputy City Clerk-Licensing/Recording & Licensing Manager	Records and Licensing Administrator	01/2020	2080.00	=	N	0	0	2	\$52,936	\$63,804	\$74,672	\$58,094	\$66,560	\$62,327	\$0
BRUSH	Deputy City Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$31,400	\$37,658	\$43,917	\$36,820	\$36,820	\$36,820	\$0
BUENA VISTA	DEPUTY CLERK		01/2020	2080.00	=	N	0	0	1	\$37,960	\$45,155	\$52,350	\$38,459	\$38,459	\$38,459	\$0
CEDAREDEGE	Secretary/Deputy Clerk	Town Administrator	01/2020	2080.00	>	N	0	0	1	\$28,135	\$35,582	\$43,030	\$39,840	\$39,840	\$39,840	\$0
CHERRY HILLS VILLAGE	City Clerk	Director of Finance and Administration	01/2020	2080.00		N	0	0	1	\$52,017	\$61,570	\$71,124	\$71,124	\$71,124	\$71,124	\$0
COLORADO SPRINGS	Deputy City Clerk	City Clerk	02/2020	2080.00	=	N	7	7	1	\$73,834	\$88,770	\$103,705	\$74,572	\$74,572	\$74,572	\$0
COMMERCE CITY	Deputy City Clerk	City Clerk	01/2020	2080.00	=	Y	0	0	1	\$55,875	\$69,844	\$83,813	\$71,050	\$71,050	\$71,050	\$0
CRESTED BUTTE	Deputy Town Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$42,354	\$48,546	\$54,738	\$46,820	\$46,820	\$46,820	\$0
CRIPPLE CREEK	Deputy City Clerk	City Clerk	01/2020	2080.00	<	N	0	0	0	\$33,018	\$38,844	\$44,671	\$0	\$0	\$0	\$0
ENGLEWOOD	Deputy City Clerk	City Clerk	01/2019	2080.00	=	N	0	0	1	\$44,261	\$54,182	\$64,102	\$48,214	\$48,214	\$48,214	\$0
ERIE	DEPUTY CITY CLERK		02/2020	2080.00			0	0	1	\$50,596	\$58,438	\$66,281	\$54,018	\$54,018	\$54,018	\$0
FLORENCE	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$52,357	\$56,526	\$60,694	\$34,720	\$34,720	\$34,720	\$34,720
FORT COLLINS	Chief Deputy City Clerk	City Clerk	01/2020	2080.00	=	Y	0	0	1	\$55,472	\$73,962	\$92,453	\$80,136	\$80,136	\$80,136	\$77,802
FORT MORGAN	DEPUTY CITY CLERK		3/2020	2080.00		N	0	0	1	\$36,000	\$45,000	\$54,000	\$43,260	\$43,260	\$43,260	\$0
FOUNTAIN	DEPUTY CITY CLERK/MANAGEMENT ASSISTANT	City Clerk/ Parks and Recreation Director	02/2020	2080.00	=	N	0	0	1	\$42,012	\$51,254	\$60,497	\$42,852	\$61,707	\$51,422	\$51,422
FRUITA	Deputy City Clerk	Finance Director	01/2020	2080.00	<	N	0	0	1	\$41,483	\$45,144	\$48,804	\$43,924	\$43,924	\$43,924	\$0
GLENWOOD SPRINGS	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$49,749	\$59,736	\$69,722	\$50,474	\$50,474	\$50,474	\$0
GOLDEN	Deputy City Clerk	City Clerk	1/2020	2080.00	=	N	0	0	1	\$55,600	\$68,120	\$80,640	\$64,896	\$64,896	\$64,896	\$0
GRANBY	DEPUTY TOWN CLERK/RECORDS CLERK		01/2020	2080.00	=	N	0	0	1	\$39,650	\$46,952	\$54,255	\$47,589	\$47,589	\$47,589	\$0
GRAND JUNCTION	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	2	\$50,443	\$60,532	\$70,620	\$57,075	\$63,003	\$60,039	\$0
GREELEY	DEPUTY CITY CLERK	City Clerk	01/2020	2080.00	=	Y	0	0	0	\$48,733	\$59,755	\$70,777	\$0	\$0	\$0	\$0
GREENWOOD VILLAGE	Administrative Assistant	City Clerk	01/2020	2080.00	=	N	0	0	1	\$52,933	\$64,464	\$75,994	\$52,998	\$52,998	\$52,998	\$0
GUNNISON	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	2	\$47,100	\$55,300	\$63,500	\$56,667	\$63,500	\$60,083	\$0
GUNNISON COUNTY	DEPUTY COUNTY CLERK	COUNTY CLERK	01/2020	2080.00	=	N	0	0	1	\$53,132	\$64,144	\$75,156	\$66,317	\$66,317	\$66,317	\$0
HAXTUN	Deputy Town Clerk	Town Clerk/Treasurer	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$38,617	\$38,617	\$38,617	\$0
HAYDEN	Deputy Town Clerk	Town Clerk	01/2020	1664.00	=	N	0	0	1	\$46,422	\$52,803	\$59,184	\$44,946	\$44,946	\$44,946	\$0
HOTCHKISS	Deputy Town Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$35,074	\$41,211	\$47,349	\$40,660	\$40,660	\$40,660	\$0
KERSEY	Deputy Town Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	0	\$44,688	\$48,372	\$52,057	\$0	\$0	\$0	\$0
LAFAYETTE	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$48,871	\$61,088	\$73,306	\$63,003	\$63,003	\$63,003	\$63,003
LASALLE	Deputy Town Clerk	Town Clerk / Treasurer	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$41,600	\$41,600	\$41,600	\$0
LAVETA	Deputy Clerk	City Clerk	01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$30,351	\$30,351	\$30,351	\$0
LONE TREE	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$48,200	\$59,000	\$69,800	\$0	\$58,240	\$0	\$0
LOUISVILLE	Deputy City Clerk	City Clerk	02/2020	2080.00	=	N	0	0	1	\$55,099	\$63,980	\$72,862	\$59,280	\$59,280	\$59,280	\$0
LOVELAND	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	1	1	\$45,600	\$55,800	\$66,000	\$50,960	\$50,960	\$50,960	\$0
LYONS	Deputy Town Clerk	TOWN CLERK	01/2020	2080.00	=	N	0	0	0	\$43,648	\$51,808	\$59,968	\$44,303	\$60,868	\$47,198	\$0
MANCOS	Deputy Clerk/Court Clerk	Town Clerk/Treasurer	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$50,636	\$50,636	\$50,636	\$0
MANITOU SPRINGS	Deputy City/Court Clerk	City/Court Clerk	01/2019	2080.00	=	Y	0	0	0	\$43,600	\$52,320	\$61,040	\$0	\$0	\$0	\$0
MONTROSE	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$46,764	\$56,296	\$65,828	\$42,852	\$54,268	\$50,516	\$0
MONUMENT			01/2019	2080.00		N			0	\$40,000	\$48,905	\$57,810	\$51,750	\$51,750	\$51,750	\$0
MORRISON	Deputy Town Clerk		1/1/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$57,866	\$57,866	\$57,866	\$0
MOUNTAIN VILLAGE	Deputy Town Clerk/ Admin	Director Administrative Services	01/2020	2080.00	=	N	0	0	2	\$43,646	\$51,286	\$58,925	\$54,802	\$54,802	\$54,802	\$0
NEW CASTLE	Deputy Town Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$61,897	\$61,897	\$61,897	\$0
NORTHGLENN	Deputy City Clerk/Licensing Specialist	City Clerk	01/2020	2080.00	=	Y	0	0	1	\$55,100	\$67,500	\$79,900	\$62,212	\$62,212	\$62,212	\$0
OURAY	Deputy Clerk/Treasurer	Finance & Administrative Director	01/2020	2080.00	=	N	0	0	1	\$43,962	\$52,763	\$61,564	\$43,962	\$43,962	\$43,962	\$0
PAGOSA SPRINGS	Deputy Clerk	Town Clerk/Finance Director	01/2020	2080.00	=	N	0	0	1	\$37,036	\$43,760	\$50,484	\$39,425	\$39,425	\$19,425	\$0



PAONIA	DEPUTY TOWN CLERK	TOWN ADMIN/CLERK	01/2020	2080.00	=	N	0	0	1	\$31,907	\$37,783	\$43,659	\$34,125	\$34,125	\$34,125	\$0
PARACHUTE	Deputy City Clerk	Town Administrator	01/2019	2080.00	=	N	1	0	1	\$53,581	\$56,795	\$60,010	\$53,581	\$60,010	\$56,795	\$0
PARKER	Deputy Town Clerk		01/2019	2080.00		N	0	0	1	\$57,800	\$72,200	\$86,600	\$83,557	\$83,557	\$83,557	\$0
PLATTEVILLE	Deputy Clerk/ Court Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$40,896	\$40,896	\$40,896	\$0
PONCHA SPRINGS	DEPUTY CITY CLERK	TOWN ADMINISTRATOR	01/2020	2080.00	=	N	0	0	1	\$26,000	\$33,800	\$41,600	\$41,600	\$41,600	\$41,600	\$0
PUEBLO	DEPUTY CITY CLERK	CITY CLERK	01/2020	2085.00	=	Y	1	1	1	\$55,845	\$62,015	\$68,185	\$68,185	\$68,185	\$68,185	\$0
SAGUACHE	Deputy Town Clerk	Board of Trustees and Town Clerk	01/2019	2080.00	=	N	0	0	1	\$24,960	\$30,160	\$35,360	\$27,040	\$35,360	\$31,200	\$31,200
SPRINGFIELD	TREASURER	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$35,000	\$43,500	\$52,000	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS			01/2019	1872.00		N			1	\$41,306	\$50,600	\$59,894	\$49,610	\$49,610	\$0	\$0
SUMMIT COUNTY	Deputy Clerk & Recorder	Clerk & Recorder	07/2019	2080.00	=	Y	4	0	1	\$57,916	\$72,394	\$86,873	\$60,325	\$60,325	\$60,325	\$0
TELLURIDE	Assistant Clerks	TOWN CLERK	03/2020	2080.00	=	N	0	0	0	\$47,435	\$58,108	\$68,781	\$0	\$0	\$0	\$0
THORNTON	Senior Deputy City Clerk	City Clerk	01/2020	2080.00	=	Y	0	0	1	\$96,708	\$112,181	\$127,654	\$127,654	\$127,654	\$127,654	\$0
TIMNATH	DEPUTY TOWN/COURT CLERK	TOWN CLERK	01/2020	2080.00	=	N	0	0	0	\$41,700	\$50,000	\$58,300	\$0	\$0	\$0	\$0
TRINIDAD	Assistant City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$43,014	\$43,014	\$43,014	\$0
VAIL	Deputy Town Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$54,680	\$66,988	\$79,296	\$54,080	\$54,080	\$54,080	\$0
WESTCLIFFE	Deputy Clerk	Town Clerk	01/2019	1664.00	=	N	0	0	1	\$0	\$0	\$0	\$24,960	\$24,960	\$24,960	\$24,960
WESTMINSTER	Deputy City Clerk	City Clerk	01/2020	2085.00	=	N	0	0	2	\$62,648	\$71,420	\$80,191	\$80,191	\$80,191	\$80,191	\$80,191
WHEAT RIDGE	Deputy City Clerk	City Clerk	01/2020	2080.00	=	N	0	0	1	\$46,009	\$56,340	\$66,670	\$51,254	\$51,254	\$51,254	\$0
WINDSOR	Deputy Town Clerk/Administrative Specialist	Town Clerk/Customer Service Administrator	02/2020	2080.00	<	N	0	0	1	\$45,000	\$54,000	\$63,000	\$45,885	\$45,885	\$45,885	\$0
WOODLAND PARK	DEPUTY CITY CLERK / DEPUTY COURT CLERK	CITY MANAGER/CITY CLERK-ASST. CITY MANAGER/CITY COUNCIL	01/2020	2080.00	=	N	0	0	0	\$47,137	\$55,419	\$63,701	\$0	\$0	\$0	\$0
YUMA	Deputy Clerk/Treasurer	City Clerk/Treasurer	01/2020	2080.00	=	N	1	0	1	\$35,000	\$47,500	\$60,000	\$53,801	\$53,801	\$53,801	\$0
Average										\$47,492	\$56,881	\$66,269	\$53,960	\$55,407	\$53,893	\$51,108

#### Job # B087 - DETENTION OFFICER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Sr. Detention Officer (BT18)	Detention Supervisor	01/2020	2080.00	=	N	0	0	4	\$45,119	\$54,074	\$63,029	\$41,659	\$54,714	\$56,911	\$0
DELTA COUNTY	Detention Officer		01/2020	2080.00	=	N	0	0	16	\$37,258	\$47,494	\$57,730	\$37,435	\$54,526	\$45,249	\$0
DENVER	Security Specialist		03/2020	2080.00	=	N	0	0	55	\$36,774	\$45,230	\$53,685	\$41,600	\$53,685	\$47,846	\$48,823
GUNNISON COUNTY	DETENTION DEPUTY	DETENTION CAPTAIN	01/2020	2080.00	=	N	0	0	12	\$45,040	\$54,374	\$63,707	\$45,040	\$53,330	\$48,563	\$0
SUMMIT COUNTY	Detentions Deputy	Corrections Sergeant	01/2020	2080.00	=	N	0	0	13	\$49,947	\$61,185	\$72,423	\$50,440	\$61,776	\$52,864	\$52,208
Average										\$42,828	\$52,471	\$62,115	\$43,235	\$55,606	\$50,287	\$50,516

#### Job # B076.5 - DISPATCH MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Director of Public Safety Communications ((AD48)	Chief of Police	01/2020	2080.00	=	Y	77	3	1	\$94,758	\$118,453	\$142,148	\$114,570	\$114,570	\$125,740	\$0
COLORADO SPRINGS	Public Safety Communications Manager	Police Commander	02/2020	2080.00	=	Y	86	0	1	\$91,997	\$110,606	\$129,215	\$109,832	\$109,832	\$109,832	\$0
DELTA COUNTY	Dispatch Supervisor		01/2020	2080.00	=	N	0	0	1	\$45,893	\$55,094	\$64,294	\$61,214	\$61,214	\$61,214	\$0
DENVER	Manager		03/2020	2080.00	=	Y	0	0	97	\$81,572	\$106,044	\$130,515	\$84,158	\$152,331	\$106,754	\$104,188
DURANGO	911 Communications Director	City Manager	01/2020	2080.00	=	Y	18	3	1	\$107,195	\$131,314	\$155,432	\$107,195	\$107,195	\$107,195	\$0
ESTES PARK	Communications Center Manager	Police Commander	01/2020	2080.00	=	Y	8	6	1	\$76,457	\$93,661	\$110,864	\$79,119	\$79,119	\$79,119	\$0
FORT COLLINS	Sr Manager, Emergency Comms	Police Deputy Chief	01/2020	2080.00	=	Y	0	0	1	\$118,351	\$126,680	\$135,010	\$135,010	\$135,010	\$135,010	\$131,078
GRAND JUNCTION	Communications Center Manager	Deputy Police Chief	01/2020	2080.00	=	Y	47	7	1	\$82,885	\$99,462	\$116,039	\$104,894	\$104,894	\$104,894	\$0
GUNNISON	Communications Director	Police Chief	01/2020	2080.00	=	Y	9	9	1	\$76,900	\$90,400	\$103,900	\$80,275	\$80,275	\$80,275	\$0
LAMAR	Joint Communications Manager	Chief of Police	01/2020	2080.00	=	Y	8	8	1	\$40,834	\$49,766	\$58,698	\$55,960	\$55,960	\$55,960	\$51,542
LONGMONT	Communications Center Manager	Director of Public Safety	01/2020	2080.00	=	Y	18	3	1	\$96,367	\$106,004	\$115,640	\$112,734	\$112,734	\$112,734	\$112,734
PUEBLO	DISPATCH MANAGER	POLICE CAPTAIN	01/2020	2085.00	<	Y	27	3	1	\$63,596	\$76,076	\$88,557	\$80,237	\$80,237	\$80,237	\$0
STERLING	Public Safety Communications Director	City Manager	01/2020	2080.00	=	Y	11	10	1	\$76,784	\$97,523	\$118,263	\$79,089	\$79,089	\$79,089	\$0
SUMMIT COUNTY	Communications Director	Assistant County Manager	07/2019	2080.00	=	Y	15	0	1	\$78,886	\$102,552	\$126,218	\$95,396	\$95,396	\$95,396	\$0
THORNTON	Communications Center Manager	Deputy Police Chief-Admin	01/2020	2080.00	=	Y	27	7	1	\$100,036	\$116,042	\$132,047	\$132,047	\$132,047	\$132,047	\$0
VAIL	Emerg Communications 911 Mgr/Dir		01/2019	2080.00		N			1	\$79,206	\$99,008	\$118,810	\$91,976	\$91,976	\$91,976	\$0
WESTMINSTER	Public Safety Communications Administrator	Police Deputy Chief	01/2020	2085.00	=	Y	28	5	1	\$103,730	\$116,696	\$129,663	\$114,255	\$114,255	\$114,255	\$114,255
WHEAT RIDGE	Communications Manager	Police Commander	01/2020	2080.00	=	Y	10	10	1	\$79,983	\$100,006	\$120,028	\$110,237	\$110,237	\$110,237	\$0
Average										\$83,079	\$99,744	\$116,408	\$97,122	\$100,909	\$98,998	\$102,759

#### Job # B076 - DISPATCH SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median

AURORA	Dispatch Supervisor (AD66)	PSC Operations Manager	01/2020	2080.00	=	Y	10	10	12	\$61,487	\$75,294	\$89,102	\$70,993	\$74,886	\$77,722	\$0
BROOMFIELD	Comm Specialist Supervisor	Police Commander	01/2020	2080.00	=	N	0	0	3	\$68,952	\$78,000	\$87,048	\$87,048	\$87,048	\$87,048	\$0
CASTLE ROCK	POLICE DISPATCH SUPERVISOR	Police Lieutenant	01/2020	2080.00	=	N	0	0	1	\$76,918	\$92,320	\$107,723	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Public Safety Communications Supervisor	Public Safety Communications Manager	02/2020	2080.00	=	Y	8	8	7	\$62,145	\$74,716	\$87,286	\$64,314	\$74,603	\$71,164	\$0
CORTEZ	Communications Technician Supervisor	Patrol Lieutenant	01/2020	2080.00	=	N	11	0	1	\$43,992	\$54,995	\$65,998	\$57,408	\$57,408	\$57,408	\$0
CRIPPLE CREEK	Dispatch Supervisor	Police Chief	01/2020	2080.00	=	N	7	7	1	\$44,247	\$52,056	\$59,864	\$52,482	\$52,482	\$52,482	\$0
DENVER	911 Emergency Communication Supervisor		03/2020	2080.00	=	Y	0	0	13	\$61,360	\$79,768	\$98,176	\$69,657	\$89,317	\$79,729	\$81,081
DURANGO	Communications Operations Supervisor	911 Communications Director	01/2020	2080.00	=	Y	15	4	1	\$60,588	\$72,706	\$84,823	\$79,734	\$79,734	\$79,734	\$0
ENGLEWOOD	Communications Supervisor	Police Commander	01/2019	2080.00	=	N	0	0	2	\$57,896	\$70,869	\$83,842	\$59,176	\$63,730	\$61,453	\$0
FEDERAL HEIGHTS	Communications Manager	Comannder	01/2020	2080.00	=	N	5	5	1	\$68,096	\$82,894	\$97,693	\$80,662	\$80,662	\$80,662	\$0
FORT COLLINS	Sr Supervisor, Emergency Comms	Senior Manager, Emergency Communications	01/2020	2080.00	=	N	0	0	6	\$76,414	\$83,177	\$89,940	\$76,414	\$89,940	\$87,686	\$86,986
GLENDALE	Dispatch Supervisor	Police Lieutenant	02/2020	2080.00	=	N	6	6	1	\$59,225	\$69,525	\$79,825	\$72,217	\$72,217	\$72,217	\$72,217
GRAND JUNCTION	Dispatch Shift Supervisor	Communication Center Manager	01/2020	2080.00	=	N	37	37	6	\$61,532	\$73,838	\$86,145	\$61,532	\$76,856	\$69,704	\$0
GREENWOOD VILLAGE	Police Communications Supervisor	Police Lieutenant	01/2020	2080.00	=	Y	11	11	2	\$62,307	\$75,141	\$87,975	\$77,875	\$81,161	\$79,518	\$0
GUNNISON	Communications Supervisor	Communications Director	01/2020	2080.00	=	N	8	8	1	\$53,900	\$63,300	\$72,700	\$60,950	\$60,950	\$60,950	\$0
LA JUNTA	Dispatch Supervisor/Records		01/2020	2080.00	=	N			1	\$38,658	\$42,831	\$47,003	\$40,999	\$40,999	\$40,999	\$0
LAMAR	Lead Dispatcher	Dispatch Supervisor	01/2020	2080.00	=	N	7	7	1	\$33,594	\$40,942	\$48,291	\$37,899	\$37,899	\$37,899	\$42,404
LONGMONT	Communications Shift Supervisor	Communications Center Manager	01/2020	2080.00	=	N	8	3	4	\$67,143	\$73,484	\$79,825	\$71,507	\$76,926	\$74,697	\$74,697
LOVELAND	Communication Specialist Supervisor	POLICE COMMUNICATIONS MGR	01/2020	2080.00	=	N	0	14	3	\$65,800	\$74,400	\$83,000	\$68,799	\$82,999	\$78,266	\$0
PARKER	Communications Supervisor PD		01/2019	2080.00	=	N	0	0	1	\$62,700	\$79,000	\$95,300	\$79,310	\$79,310	\$79,310	\$0
PUEBLO	EMERG SERV DISPATCH SUPERVISOR	DISPATCH MANAGER	01/2020	2085.00	=	N	8	8	2	\$50,930	\$58,362	\$65,793	\$60,599	\$65,793	\$63,196	\$0
RANGELY	DISPATCH SUPERVISOR		01/2020	2080.00	=	N	0	0	1	\$35,700	\$40,800	\$45,900	\$35,700	\$45,900	\$42,707	\$0
STERLING	Dispatch Supervisor	Public Safety Communications Director	01/2020	2080.00	=	N	10	11	1	\$61,787	\$73,998	\$86,210	\$57,759	\$57,759	\$57,759	\$0
SUMMIT COUNTY	Communications Supervisor	Communications Director	01/2020	2080.00	=	Y	10	0	3	\$64,683	\$79,236	\$93,790	\$66,976	\$80,121	\$73,715	\$74,048
THORNTON	Communications Center Supervisor	Communications Center Manager	01/2020	2080.00	=	N	0	0	6	\$68,951	\$79,983	\$91,015	\$80,598	\$85,173	\$83,163	\$0
VAIL	Communication Supervisor		01/2020	2080.00	=	N	0	0	4	\$57,055	\$67,896	\$78,737	\$60,673	\$74,505	\$66,560	\$0
WESTMINSTER	Communications Supervisor	Police Administrator	01/2020	2085.00	=	N	23	8	4	\$67,348	\$76,778	\$86,209	\$69,030	\$84,107	\$73,673	\$70,777
WOODLAND PARK	DISPATCH SUPERVISOR	POLICE CHIEF/DEPUTY POLICE CHIEF	01/2020	2080.00	=	N	6	0	1	\$57,002	\$67,112	\$77,221	\$57,002	\$57,002	\$57,002	\$0

<b>Average</b>										<b>\$58,943</b>	<b>\$69,765</b>	<b>\$80,587</b>	<b>\$65,086</b>	<b>\$70,722</b>	<b>\$68,386</b>	<b>\$71,744</b>
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#### Job # B022 - DRAFTING TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
CANON CITY	Engineering/Drafting Technician	City Engineer	01/2019	2080.00	=	N	0	0	1	\$39,766	\$46,783	\$53,800	\$40,967	\$40,967	\$40,967	\$0
DENVER	Computer Aided Drafting Technician		03/2020	2080.00	=	N	0	0	1	\$49,067	\$60,351	\$71,635	\$71,635	\$71,635	\$71,635	\$71,635
ESTES PARK	Utilities Coordinator	Utilities Director	01/2020	2080.00	=	Y	0	0	1	\$56,898	\$69,700	\$82,501	\$79,490	\$79,490	\$79,490	\$0
FORT COLLINS	Technician I, Civil Engr	Varies	01/2020	2080.00	=	N	0	0	2	\$45,716	\$57,145	\$68,574	\$62,907	\$63,606	\$63,256	\$61,713
<b>Average</b>										<b>\$47,862</b>	<b>\$58,495</b>	<b>\$69,128</b>	<b>\$63,750</b>	<b>\$63,925</b>	<b>\$63,837</b>	<b>\$66,674</b>

#### Job # M14 - ECONOMIC DEVELOPMENT MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Director of Economic Development	Deputy City Manager	01/2020	2080.00	=	Y	4	1	1	\$90,155	\$106,714	\$123,274	\$109,225	\$109,225	\$109,225	\$0
AURORA	Development Services/Aura Mgr	Director of Planning & Development Services	01/2020	2080.00	=	Y	6	6	1	\$70,988	\$94,060	\$117,131	\$121,069	\$121,069	\$121,069	\$0
BENNETT	Planning & Economic Development Manager	Deputy Town Administrator	01/2020	2080.00	=	N	1	0	1	\$63,382	\$83,982	\$104,581	\$63,382	\$104,581	\$83,982	\$83,982
BERTHOUD	Business Development Manager	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$76,956	\$88,964	\$100,973	\$93,766	\$93,766	\$93,766	\$0
BRIGHTON	Director of Economic Development	City Manager	03/2020	2080.00	=	Y	4	0	1	\$122,293	\$145,001	\$167,709	\$155,487	\$155,487	\$155,487	\$0
BROOMFIELD	Director of Economic Development	City and County Manager	01/2020	2080.00	=	Y	0	0	1	\$113,256	\$133,276	\$153,296	\$150,800	\$150,800	\$150,800	\$0
BURLINGTON	Economic Development Director	City Administrator	01/2020	2080.00	=	N	0	0	1	\$52,087	\$61,968	\$71,849	\$52,087	\$52,087	\$52,087	\$0
COLORADO SPRINGS	Economic Development Manager	Mayor	02/2020	2080.00	=	N	0	0	1	\$117,877	\$141,722	\$165,566	\$134,000	\$134,000	\$134,000	\$0
COMMERCE CITY	ED Director	City Manager	01/2020	2080.00	=	Y	4	4	1	\$99,755	\$134,669	\$169,583	\$144,098	\$144,098	\$144,098	\$0
DENVER	Director of the Denver Office of Economic Development		03/2020	2080.00	=	Y	0	0	2	\$148,710	\$193,323	\$237,936	\$171,000	\$217,348	\$194,174	\$194,174
ERIE	Economic Development Director	Town Administrator	02/2020	2080.00	=	N	1	1	1	\$117,659	\$141,191	\$164,723	\$122,400	\$122,400	\$122,400	\$0
FORT COLLINS	Dir, Economic Sustainability	Chief Sustainability Officer	01/2020	2080.00	=	Y	0	0	1	\$88,220	\$117,626	\$147,033	\$128,512	\$128,512	\$128,512	\$124,768
FOUNTAIN	ECONOMIC DEVELOPMENT DIRECTOR	City Manager	02/2020	2080.00	=	N	2	2	1	\$62,070	\$75,726	\$89,381	\$63,311	\$91,169	\$75,974	\$0
GUNNISON COUNTY	ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR	ECONOMIC/COMMUNITY DEVELOPMENT DIRECTOR	01/2020	2080.00	=	Y	0	0	1	\$62,674	\$75,663	\$88,652	\$88,652	\$88,652	\$88,652	\$0
LONE TREE	Economic Development Director	City Manager	01/2020	2080.00	=	Y	0	1	1	\$98,800	\$126,000	\$153,200	\$124,465	\$0	\$0	\$0

LOUISVILLE	Director of Economic Development	City Manager	02/2020	2080.00	=	Y	0	0	1	\$103,188	\$128,346	\$153,504	\$125,008	\$125,008	\$125,008	\$0
LOVELAND	Director of Economic Development	City Manager	01/2020	2080.00	=	Y	0	4	1	\$107,800	\$140,100	\$172,400	\$149,522	\$149,522	\$149,522	\$0
NORTHGLENN	Economic Development Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$116,000	\$145,000	\$174,000	\$119,828	\$119,828	\$119,828	\$0
THORNTON	Economic Development Director	City Manager	01/2020	2080.00	=	Y	6	6	1	\$140,306	\$162,755	\$185,204	\$185,204	\$185,204	\$185,204	\$0
VAIL	Economic Development Director		01/2020	2080.00	=	Y	0	0	1	\$94,202	\$117,742	\$141,282	\$118,560	\$118,560	\$118,560	\$0
WELLINGTON	Economic Development Manager	Town Administrator	01/2020	2080.00			0	0		\$79,000	\$97,050	\$115,100	\$90,306	\$90,306	\$90,306	\$0
WESTMINSTER	Economic Development Director	Deputy City Manager	01/2020	2085.00	=	Y	12	3	1	\$153,376	\$172,548	\$191,720	\$177,300	\$177,300	\$177,300	\$177,300
WHEAT RIDGE	Economic Development Manager	City Manager	01/2020	2080.00	=	Y	0	0	1	\$64,647	\$80,835	\$97,023	\$109,641	\$109,641	\$109,641	\$0
WINDSOR	Economic Development Director	Town Manmager	02/2020	2080.00	=	N	1	0	1	\$94,400	\$118,000	\$141,600	\$113,672	\$113,672	\$113,672	\$0

<b>Average</b>										<b>\$97,408</b>	<b>\$120,094</b>	<b>\$142,780</b>	<b>\$121,304</b>	<b>\$126,184</b>	<b>\$123,620</b>	<b>\$145,056</b>
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#### Job # B130 - ECONOMIC DEVELOPMENT SPECIALIST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Economic Development Specialist	Deputy Director of Economic Development	01/2020	2080.00	=	N	0	0	0	\$62,817	\$74,355	\$85,893	\$69,646	\$69,646	\$69,646	\$0
BENNETT	Economic Development Coordinator	Planning & Economic Development Manager	02/2020	2080.00	=	N	0	0	0	\$45,000	\$60,722	\$76,445	\$45,000	\$76,445	\$60,722	\$60,722
BRIGHTON	Economic Development Specialist		03/2020	2080.00	=	N	0	0	1	\$65,742	\$77,904	\$90,067	\$65,742	\$65,742	\$65,742	\$0
COLORADO SPRINGS	Redevelopment Specialist	Economic Vitality Manager	02/2020	2080.00	=	N	0	0	1	\$58,102	\$69,855	\$81,608	\$64,504	\$64,504	\$64,504	\$0
COMMERCE CITY	ED Specialist	Economic Development Director	01/2020	2080.00	=	Y	0	0	2	\$54,740	\$68,425	\$82,110	\$65,596	\$65,754	\$65,675	\$0
DENVER	Business Development Representative I		03/2020	2080.00	=	Y	0	0	7	\$54,661	\$71,060	\$87,458	\$60,197	\$72,637	\$67,487	\$70,204
ERIE	ECONOMIC DEVELOPMENT SPECIALIST		02/2020	2080.00		N	0	0	1	\$61,342	\$73,610	\$85,879	\$74,256	\$74,256	\$74,256	\$0
FORT MORGAN	Marketing & Economic Development Specialist	Director of Community Services and ED	3/2020	2080.00	=	N	0	0	1	\$51,800	\$64,800	\$77,800	\$61,793	\$61,793	\$61,793	\$0
FOUNTAIN	ECONOMIC DEVELOPMENT SPECIALIST	Economic Development Manager	02/2020	2080.00	=	N	0	0	1	\$38,106	\$46,489	\$54,872	\$38,868	\$55,969	\$46,642	\$46,642
GOLDEN	Economic Development Specialist	Community & Economic Development Director	1/2020	2080.00	=	N	0	0	1	\$56,700	\$69,400	\$82,100	\$62,194	\$62,194	\$62,194	\$0
LAKEWOOD	Sr. Economic Development Spec		01/2020	2080.00		Y			1	\$61,443	\$73,694	\$85,946	\$80,018	\$80,018	\$80,018	\$0
LONGMONT	Economic Sustainability Specialist	Sustainability Program Manager	01/2020	2080.00	=	Y	0	0	1	\$65,628	\$72,190	\$78,753	\$77,206	\$77,206	\$77,206	\$77,206
LOVELAND	Business Development Specialist	Director of Economic Development	01/2020	2080.00	=	Y	0	0	1	\$51,600	\$65,800	\$80,000	\$63,008	\$63,008	\$63,008	\$0
MOUNTAIN VILLAGE	Marketing Coordinator	Director Marketing & Business Development	01/2020	2080.00	=	N	0	0	1	\$50,618	\$59,478	\$68,337	\$58,000	\$58,000	\$58,000	\$0
NORTHGLENN	Economic Development Specialist	ED Manager	01/2020	2080.00	=	N	0	0	1	\$55,100	\$67,500	\$79,900	\$63,461	\$63,461	\$63,461	\$0
RIDGWAY	Community Initiatives Facilitator	Town Manger	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$40,723	\$57,012	\$56,971	\$48,868
VAIL	Economic Development Coordinator		01/2020	2080.00		N			1	\$61,309	\$75,106	\$88,903	\$65,000	\$65,000	\$65,000	\$0
WESTMINSTER	Economic Development Officer	Economic Development Director	01/2019	2080.00	=	Y	0	0	1	\$83,499	\$93,936	\$104,373	\$104,373	\$104,373	\$104,373	\$104,373
WINDSOR	Business Development Specialist	Director of Economic Development	02/2020	2080.00	=	N	0	0	1	\$51,400	\$62,950	\$74,500	\$70,074	\$70,074	\$70,074	\$0
<b>Average</b>										<b>\$57,200</b>	<b>\$69,293</b>	<b>\$81,386</b>	<b>\$64,719</b>	<b>\$68,794</b>	<b>\$67,199</b>	<b>\$68,003</b>

#### Job # M15 - ELECTRIC UTILITY DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
DELTA	Director of Utilities	City Manager	01/2020	2080.00	=	Y	22	0	1	\$0	\$0	\$0	\$113,375	\$113,375	\$113,375	\$0
ESTES PARK	Utilities Director	Town Administrator	01/2020	2080.00	=	Y	30	0	1	\$113,679	\$139,257	\$164,836	\$139,220	\$139,220	\$139,220	\$0
FORT COLLINS	Deputy Director, Utilities	Utilities Executive Director	01/2020	2080.00	=	Y	0	0	1	\$111,556	\$148,742	\$185,927	\$134,155	\$134,155	\$134,155	\$128,747
FORT MORGAN	Light & Power Superintendent & Gas Superintendent	Director of Utilities and Water Resources	3/2020	2080.00	=	N	9	0	2	\$67,000	\$83,700	\$100,400	\$75,426	\$88,138	\$81,782	\$0
FOUNTAIN	ELECTRIC SUPERINTENDENT	Utilities Director	02/2020	2080.00	=	N	27	4	1	\$0	\$0	\$0	\$130,288	\$130,288	\$130,288	\$0
GLENWOOD SPRINGS	Electric Line Superintendent	Public Works Director	01/2020	2080.00	=	Y	0	0	1	\$85,490	\$104,751	\$124,012	\$120,169	\$120,169	\$120,169	\$0
GUNNISON	Electric Supervisor	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$86,500	\$101,600	\$116,700	\$114,183	\$114,183	\$114,183	\$0
LA JUNTA	DIRECTOR / POWER UTILITY		01/2020	2080.00		N			1	\$72,904	\$80,761	\$88,617	\$81,408	\$81,408	\$81,408	\$0
LAMAR	Utilities Superintendent	Utilities Board	01/2019	2080.00	=	Y	26	5	1	\$90,009	\$109,698	\$129,388	\$103,093	\$103,093	\$103,093	\$112,511
SPRINGFIELD	ELECTRIC SUPERINTENDENT	Town Manager/Clerk	01/2020	2080.00	=	Y	1	0	1	\$75,000	\$87,500	\$100,000	\$0	\$0	\$0	\$0
YUMA	Electric Superintendent	City Manager	01/2020	2080.00	=	N	3	2	1	\$67,500	\$76,250	\$85,000	\$84,578	\$84,578	\$84,578	\$0
<b>Average</b>										<b>\$85,515</b>	<b>\$103,584</b>	<b>\$121,653</b>	<b>\$109,589</b>	<b>\$110,861</b>	<b>\$110,225</b>	<b>\$120,629</b>

#### Job # B053.8 - ELECTRICIAN, JOURNEY/ FACILITIES

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Journeyman Electrician	Master Electrician	01/2020	2080.00	=	N	0	0	1	\$60,944	\$72,020	\$83,096	\$70,429	\$70,429	\$70,429	\$0
COLORADO SPRINGS	Skilled Maintenance Technician II		02/2020	2080.00	=	N	0	0	11	\$52,232	\$62,798	\$73,363	\$53,530	\$62,703	\$58,983	\$0
FORT COLLINS	Electrician		01/2020	2080.00	=	N	0	0	2	\$46,851	\$58,564	\$70,277	\$63,835	\$63,835	\$63,835	\$61,976
LAKEWOOD	Electrician I		01/2020	2080.00		N			2	\$58,802	\$69,077	\$79,352	\$67,246	\$68,494	\$67,870	\$0

VAIL	Electrician, Journey		01/2020	2080.00	=	N	0	0	1	\$56,770	\$67,558	\$78,347	\$62,254	\$62,254	\$62,254	\$0
WESTMINSTER	Electrician II-Facilities	Foreman - Facilities	01/2020	2086.00	=	N	0	0	1	\$58,277	\$66,436	\$74,594	\$67,584	\$67,584	\$67,584	\$67,584

**Average** **\$55,646** **\$66,075** **\$76,505** **\$64,146** **\$65,883** **\$65,159** **\$64,780**

**Job # B053.7 - ELECTRICIAN, MASTER/ FACILITIES**

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Electrician		01/2020	2080.00	=	N	0	0	1	\$64,836	\$76,744	\$88,653	\$88,653	\$88,653	\$88,653	\$0
COLORADO SPRINGS	Senior Skilled Maintenance Technician		02/2020	2080.00	=	N	0	0	10	\$56,933	\$68,450	\$79,966	\$62,109	\$68,630	\$66,404	\$0
FORT COLLINS	Master Electrician		01/2020	2080.00	=	N	0	0	1	\$56,690	\$70,862	\$85,035	\$76,457	\$76,457	\$76,457	\$74,230
GLENDALE	Master Electrician/Fire Marshall	Public Works Deputy Director	02/2020	2080.00	=	N	2	2	1	\$90,000	\$105,000	\$120,000	\$100,000	\$100,000	\$100,000	\$100,000
GRAND JUNCTION	Plant Electrician	Wastewater Plant Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$49,817	\$59,780	\$69,743	\$53,664	\$53,664	\$53,664	\$0
LAKEWOOD	Electrician II		01/2020	2080.00		N			1	\$65,853	\$77,334	\$88,816	\$83,408	\$83,408	\$83,408	\$0
MOUNTAIN VILLAGE	Electrician - Gondola Maintenance	Gondola Maintenance Manager	01/2020	2080.00	=	N	0	0	0	\$64,796	\$76,137	\$87,478	\$79,076	\$79,076	\$79,076	\$0
NORTHGLENN	MASTER ELECTRICIAN		01/2020	2080.00	=	N	0	0	1	\$61,300	\$75,125	\$88,950	\$68,037	\$68,037	\$68,037	\$0
WESTMINSTER	Electrician III-Facilities	Foreman - Facilities	01/2020	2086.00	=	N	0	0	0	\$62,648	\$71,420	\$80,191	\$0	\$0	\$0	\$0
Average										\$63,653	\$75,650	\$87,648	\$76,426	\$77,241	\$76,962	\$87,115

**Job # B077 / S19 - EMERGENCY SERVICES DISPATCHER**

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Telecommunicator II	Telecommunicator Supervisor	01/2020	2080.00	=	N	0	0	13	\$39,361	\$49,644	\$59,927	\$55,019	\$60,546	\$55,911	\$0
BLACK HAWK	Communication Officer II		01/2020	2080.00	=	N	0	0	6	\$51,669	\$59,420	\$67,170	\$0	\$0	\$0	\$0
BROOMFIELD	Communications Specialist	Communications Specialist Supervisor	01/2020	2080.00	=	N	0	0	15	\$50,024	\$58,136	\$66,248	\$66,248	\$66,248	\$66,248	\$0
CASTLE ROCK	POLICE DISPATCHER	Police Communications Supervisor	01/2020	2080.00	=	N	0	0	14	\$55,411	\$65,104	\$74,797	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Public Safety Dispatcher	Public Safety Communications Supervisor	02/2020	2080.00	=	Y	0	0	38	\$47,919	\$57,612	\$67,305	\$47,919	\$64,176	\$53,726	\$0
CORTEZ	Communications Technician	Communications Technician Supervisor	01/2020	2080.00	=	N	0	0	10	\$39,104	\$48,859	\$58,614	\$39,104	\$51,875	\$45,490	\$0
CRIPPLE CREEK	Dispatcher	Dispatch Supervisor	01/2020	2080.00	=	N	0	0	7	\$33,018	\$42,366	\$51,713	\$35,667	\$45,624	\$40,373	\$0
DENVER	911 Police Dispatcher		03/2020	2080.00	=	N	0	0	48	\$50,190	\$61,734	\$73,278	\$51,445	\$73,278	\$61,511	\$59,585
DURANGO	Communications Technician II	Communications Operations Supervisor	01/2020	2080.00	=	N	0	0	7	\$46,364	\$55,636	\$64,909	\$46,364	\$53,193	\$49,779	\$48,449
ENGLEWOOD	Dispatcher	Communications Supervisor	01/2019	2080.00	=	N	0	0	10	\$41,412	\$49,654	\$57,896	\$44,636	\$57,553	\$51,231	\$0
ESTES PARK	Emergency Services Dispatcher II	Communication Center Manager	01/2020	2080.00	=	N	0	0	2	\$48,978	\$57,549	\$66,120	\$52,672	\$67,198	\$59,936	\$0
FEDERAL HEIGHTS	DISPATCHER	Communications Manager	01/2020	2080.00	=	N	0	0	6	\$47,113	\$56,246	\$65,379	\$48,526	\$54,600	\$51,958	\$0
FORT COLLINS	Emergency Commun Dispatcher	Sr Supervisor, Emergency Communications	01/2020	2080.00	=	N	0	0	27	\$51,480	\$60,778	\$70,075	\$51,480	\$70,075	\$64,514	\$63,491
GLENDALE	Police Dispatcher	Dispatch Supervisor	02/2020	2080.00	=	N	0	0	6	\$42,850	\$56,425	\$70,000	\$44,740	\$63,598	\$53,455	\$46,966
GRAND JUNCTION	911 Dispatcher	Dispatch Supervisor	01/2020	2080.00	=	N	0	0	32	\$45,671	\$54,806	\$63,940	\$45,676	\$57,033	\$55,201	\$0
GREENWOOD VILLAGE	9-1-1 Specialist	9-1-1 Center Supervisor	01/2020	2080.00	=	N	0	0	6	\$49,272	\$59,086	\$68,900	\$49,275	\$54,974	\$52,433	\$0
GUNNISON	Communications Specialist	Communications Director	01/2020	2080.00	=	N	0	0	9	\$44,300	\$52,100	\$59,900	\$44,300	\$56,000	\$49,138	\$0
LAMAR	Emergency Dispatcher	Dispatch Supervisor	01/2020	2080.00	=	N	0	0	7	\$30,470	\$37,136	\$43,802	\$30,765	\$31,686	\$30,896	\$38,462
LONGMONT	Communications Specialist	Communications Shift Supervisor	01/2020	2080.00	=	N	0	0	24	\$51,543	\$57,616	\$63,690	\$54,893	\$63,681	\$57,574	\$57,782
LOVELAND	Communication Specialist	Communications Specialist Supervisor	01/2020	2080.00	=	N	0	0	19	\$51,100	\$58,550	\$66,000	\$51,100	\$66,000	\$58,500	\$0
PUEBLO	EMERG SERV DISPATCHER	EMERG SERV DISPATCH SUPERVISOR	01/2020	2085.00	=	N	0	0	15	\$40,265	\$46,806	\$53,348	\$40,265	\$53,348	\$44,742	\$0
RANGELY	DISPATCHER		01/2020	2080.00	=	N	0	0	1	\$30,600	\$35,700	\$40,800	\$30,600	\$40,800	\$33,946	\$0
ROCKY FORD	DISPATCHER	Police Chief	01/2020	2080.00	=	N	0	0	1	\$17,675	\$23,684	\$29,694	\$23,880	\$32,935	\$24,960	\$0
STERLING	Public Safety Dispatcher	Lead Dispatcher	01/2020	2080.00	=	N	0	0	8	\$36,913	\$41,948	\$46,982	\$34,514	\$36,956	\$35,328	\$0
THORNTON	Communications Center Specialist I/II/III	Communications Center Supervisor	01/2020	2080.00	=	N	0	0	14	\$45,945	\$56,536	\$67,126	\$50,177	\$67,126	\$62,215	\$0
VAIL	Dispatcher		01/2020	2080.00	=	N	0	0	12	\$50,120	\$59,641	\$69,163	\$49,379	\$58,386	\$52,941	\$0
WESTMINSTER	Communications Specialist II	Communications Supervisor	01/2020	2085.00	=	N	0	0	20	\$54,211	\$61,800	\$69,390	\$54,211	\$69,390	\$63,876	\$65,246
WHEAT RIDGE	Emergency Services Specialist	Communications Manager	01/2020	2080.00	=	N	0	0	5	\$41,536	\$50,855	\$60,174	\$46,380	\$61,073	\$53,726	\$0
WOODLAND PARK	DISPATCHER II	DISPATCH SUPERVISOR	01/2020	2080.00	=	N	0	0	2	\$42,874	\$50,426	\$57,977	\$42,878	\$43,110	\$42,994	\$0
Average										\$44,048	\$52,616	\$61,183	\$45,634	\$56,313	\$50,837	\$54,283

**Job # B023 - ENGINEERING TECHNICIAN**

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median	
AURORA	Engineering Technician (BA24)	Various	01/2020	2080.00	=	N	0	0	3	\$53,046	\$63,651	\$74,256	\$55,369	\$58,671	\$60,878	\$0
CASTLE ROCK	ENGINEERING TECHNICIAN		01/2020	2080.00	=	N	0	0	0	\$50,877	\$59,790	\$68,702	\$0	\$0	\$0	\$0

COLORADO SPRINGS	Engineering Technician II	Sr. Civil Engineer or Civil Engineer II	02/2020	2080.00	=	N	0	0	16	\$52,232	\$62,798	\$73,363	\$54,539	\$65,526	\$61,768	\$0
COMMERCE CITY	Senior Engineering Technician	City Engineer	01/2020	2080.00	=	N	0	0	1	\$61,467	\$76,834	\$92,201	\$85,805	\$85,805	\$85,805	\$0
CRESTED BUTTE	Engineering Tech/Equipment Operator	Crew Supervisor	01/2020	2080.00	=	N	0	0	0	\$43,630	\$50,175	\$56,720	\$0	\$0	\$0	\$0
DELTA COUNTY	Engineering Technician		01/2020	2080.00	=	N	0	0	1	\$42,536	\$51,064	\$59,591	\$44,125	\$44,125	\$44,125	\$0
DURANGO	Engineering Technician	Senior Engineering Technician	01/2020	2080.00	=	N	0	0	2	\$50,073	\$60,088	\$70,102	\$50,073	\$53,910	\$51,992	\$51,992
ENGLEWOOD	Engineering Technician I	Deputy Public Works Director	01/2019	2080.00	=	N	0	0	1	\$48,738	\$59,727	\$70,716	\$0	\$0	\$0	\$0
FOUNTAIN	ENGINEERING TECHNICIAN	City Engineer	02/2020	2080.00	=	N	0	0	1	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$0
GRAND JUNCTION	Engineering Technician	Engineering Program Supervisor	01/2020	2080.00	=	N	0	0	1	\$49,817	\$59,780	\$69,743	\$62,212	\$62,212	\$62,212	\$0
GREELEY	ENGINEERING TECHNICIAN	Varies	01/2020	2080.00	=	N	0	0	8	\$57,676	\$69,212	\$80,747	\$57,761	\$69,202	\$62,915	\$0
GREENWOOD VILLAGE			1/2020	2080.00	=	N			2	\$59,259	\$71,912	\$84,564	\$59,259	\$65,166	\$62,212	\$0
LA JUNTA	Engineering Aide/Building Inspector		01/2020	2080.00	=	N			1	\$40,591	\$44,968	\$49,346	\$41,409	\$41,409	\$41,409	\$0
LAMAR	Engineer Tech Senior	Lic Prof Land Surveyor	01/2019	2080.00	=	N	0	0	1	\$35,619	\$43,411	\$51,203	\$50,604	\$50,604	\$50,604	\$44,524
LONGMONT	Engineering Technician	Engineering & Surveying Technical Support Supervisor	01/2020	2080.00	=	N	0	0	3	\$59,458	\$65,404	\$71,350	\$65,406	\$67,176	\$66,437	\$66,728
LOUISVILLE	Engineering Assistant	Public Works Director	02/2020	2080.00	=	N	0	0	2	\$55,099	\$63,980	\$72,862	\$59,612	\$71,011	\$65,311	\$0
LOVELAND	Engineering Technician	Staff Engineer or Senior Civil Engineer	01/2020	2080.00	=	N	0	0	1	\$49,700	\$62,100	\$74,500	\$60,715	\$60,715	\$60,715	\$0
PARKER	Engineering Technician		01/2019	2080.00	=	N	0	0	1	\$47,600	\$59,800	\$72,000	\$64,147	\$64,147	\$64,147	\$0
STERLING	Prjoect Manager	Public Works Director	01/2020	2080.00	=	N	0	0	0	\$41,989	\$54,189	\$66,390	\$0	\$0	\$0	\$0
SUMMIT COUNTY	Engineering Technician	Engineering/ Solid Waste Director	07/2019	2080.00	=	N	0	0	1	\$45,371	\$47,640	\$49,908	\$47,433	\$47,433	\$47,433	\$0
THORNTON	Civil Engineering Technician II		01/2020	2080.00	=	N	0	0	0	\$54,412	\$63,118	\$71,824	\$0	\$0	\$0	\$0
TRINIDAD	Engineering Technician	City Engineer	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$42,702	\$42,702	\$42,702	\$0
WHEAT RIDGE	Engineering Technician	Engineering Manager	01/2020	2080.00	=	N	0	0	7	\$46,009	\$56,340	\$66,670	\$60,823	\$67,436	\$64,130	\$0
Average										\$49,614	\$59,204	\$68,793	\$56,069	\$60,293	\$58,416	\$54,415

#### Job # B047.5 - ENTERPRISE SOFTWARE ARCHITECT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COLORADO SPRINGS	Information Technology Architect		02/2020	2080.00	=	N	0	0	3	\$106,211	\$127,696	\$149,180	\$125,635	\$133,879	\$130,374	\$0
DENVER	IT Systems Architect		03/2020	2080.00	=	Y	0	0	22	\$97,129	\$126,268	\$155,406	\$115,000	\$152,687	\$132,011	\$133,155
LOUISVILLE	ERP Applications Analyst	Director of Information Technology	02/2020	2080.00	=	N	0	0	1	\$69,700	\$80,942	\$92,185	\$86,008	\$86,008	\$86,008	\$0
Average										\$91,013	\$111,635	\$132,257	\$108,881	\$124,191	\$116,131	\$133,155

#### Job # B055 - EQUIPMENT OPERATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	EQUIPMENT OPERATOR I	MAINTENANCE SUPERVISOR	01/2020	2080.00	=	N	0	0	7	\$34,235	\$41,082	\$47,929	\$35,526	\$47,570	\$42,943	\$42,619
ARVADA	Streets Technician II	Streets Supervisor	01/2020	2080.00	=	N	0	0	4	\$41,697	\$49,356	\$57,014	\$50,516	\$53,332	\$51,978	\$0
ASPEN	Maintenance Operator	Parks Operations Manager	01/2019	2080.00	=	N	0	0	9	\$40,222	\$48,367	\$56,512	\$42,972	\$55,702	\$50,216	\$0
AURORA	Streets Equipment Operator	Streets Supervisor	01/2020	2080.00	=	N	0	0	9	\$30,690	\$38,708	\$46,725	\$41,779	\$41,779	\$41,779	\$0
AVON	PUBLIC WORKS OPERATOR I	Public Works Director	01/2020	2080.00	>	N	0	3	11	\$42,746	\$51,066	\$59,387	\$44,743	\$59,387	\$53,094	\$0
BASALT	Equipment Operator and Streets Technician	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$48,327	\$57,976	\$67,626	\$58,794	\$58,794	\$58,794	\$58,794
BLACK HAWK	Street Maintenance Worker I	Street Superintendent	01/2020	2080.00	=	N	0	0	4	\$45,051	\$51,808	\$58,566	\$0	\$0	\$0	\$0
BUENA VISTA	Airport Line Tech		01/2020	2080.00	=	N	0	0	1	\$31,326	\$37,338	\$43,351	\$31,512	\$31,512	\$31,512	\$0
BURLINGTON	Streets Equipment Operator	Streets Crew Leader	01/2020	2080.00	=	N	0	0	0	\$37,409	\$44,726	\$52,044	\$0	\$0	\$0	\$0
CANON CITY	Equipment Operator/Maintenance Worker	Street Crew Leader/Utility Crew Leader/Parks Foreman/Forester	01/2019	2080.00	=	N	0	0	5	\$34,290	\$40,341	\$46,392	\$27,323	\$38,656	\$40,968	\$0
CASTLE ROCK	OPERATOR	Street Supervisor	01/2020	2080.00	=	N	0	0	12	\$43,077	\$50,606	\$58,136	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	Maintenance Worker/Equipment Operator	Streets Crew Leader or Parks Crew Leader	01/2020	2080.00	=	N	0	0	4	\$44,969	\$52,790	\$60,611	\$44,969	\$50,640	\$48,341	\$0
COLORADO SPRINGS	Equipment Operator II	Senior Equipment Operator or Skilled Maintenance Supervisor	02/2020	2080.00	=	N	0	0	25	\$36,563	\$43,959	\$51,355	\$36,633	\$42,700	\$39,530	\$0
CORTEZ	Public Works Operator	Public Works Foreman	01/2020	2080.00	=	N	0	0	6	\$29,120	\$36,920	\$44,720	\$30,992	\$34,549	\$32,770	\$0
DACONO	EQUIPMENT OPERATOR	Public Works Manager	01/2020	2080.00	=	N	0	0	1	\$40,582	\$49,698	\$58,813	\$60,448	\$60,448	\$60,448	\$0
DENVER	Equipment Operator I		03/2020	2080.00	=	N	0	0	160	\$40,290	\$49,556	\$58,822	\$40,290	\$55,182	\$45,535	\$43,607
DURANGO	Streets Operator	Streets Supervisor	01/2020	2080.00	=	N	0	0	7	\$42,149	\$50,578	\$59,008	\$42,149	\$50,232	\$46,191	\$45,840
ENGLEWOOD	Equipment Operator I	Streets Administrator	01/2019	2080.00	=	N	0	0	4	\$33,883	\$40,598	\$47,314	\$39,000	\$40,311	\$39,413	\$0
ESTES PARK	Equipment Operator I	Streets Supervisor	01/2020	2080.00	=	N	0	0	2	\$39,738	\$46,692	\$53,646	\$40,815	\$46,206	\$43,510	\$0
FORT COLLINS	Operator I, Transportation Ops	Varies	01/2020	2080.00	=	N	0	0	28	\$38,720	\$48,400	\$58,080	\$41,600	\$53,377	\$47,648	\$46,086
FRISCO	Maintenance Operator	Streets Foreman	01/2020	2080.00	=	N	4	4	11	\$46,492	\$53,466	\$60,439	\$45,562	\$59,230	\$54,880	\$0
GEORGETOWN	Equipment Operator/Street Maintenance/Parks Worker		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$40,272	\$41,200	\$43,316	\$0
GLENWOOD SPRINGS	EQUIPMENT OPERATOR I - PW- Streets, Landfill, W/WW	PW, Landfill Supt. W/WW Supt.	01/2020	2080.00	=	N	0	0	0	\$38,418	\$45,168	\$51,917	\$0	\$0	\$0	\$0
GRANBY	Equipment Operator/Maintenance Worker	Street Supervisor	01/2020	2080.00	=	N	0	0	4	\$42,114	\$50,680	\$59,246	\$48,116	\$58,094	\$53,105	\$0
GRAND	Equipment Operator	Crew Leader	01/2020	2080.00	=	N	0	0	11	\$39,344	\$47,212	\$55,081	\$39,353	\$50,356	\$42,532	\$0

JUNCTION																
GREELEY	EQUIPMENT OPERATOR I	Crew Supervisor	01/2020	2080.00	=	N	0	0	13	\$40,763	\$47,896	\$55,030	\$40,934	\$48,734	\$44,155	\$0
GUNNISON	Equipment Operator	Operations Manager	01/2020	2080.00	=	N	0	0	4	\$39,900	\$46,900	\$53,900	\$48,067	\$54,067	\$52,525	\$0
GUNNISON COUNTY	HEAVY EQUIPMENT OPERATOR	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	5	\$40,086	\$48,393	\$56,701	\$40,086	\$43,886	\$42,789	\$0
LAFAYETTE	Equipment Operator	Crew Supervisor	01/2020	2080.00	=	N	0	0	1	\$43,551	\$54,438	\$65,326	\$51,168	\$55,910	\$53,566	\$0
LAKEWOOD	Maint Spec/Equipment Oper		01/2020	2080.00	=	N	0	0	12	\$46,946	\$55,120	\$63,294	\$52,416	\$59,114	\$54,432	\$0
LEADVILLE	OPERATOR/TRUCK DRIVER	STREET SUPERVISOR	01/2020	2080.00	=	N	0	0	4	\$33,003	\$35,678	\$38,352	\$0	\$43,000	\$0	\$0
LOVELAND	Equipment Operator Streets / Stormwater / Solid Waste	Crew Supervisor	01/2020	2080.00	=	N	0	0	26	\$41,300	\$50,600	\$59,900	\$41,600	\$56,888	\$49,241	\$0
MONTE VISTA	EQUIPMENT OPERATOR	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$26,160	\$30,840	\$35,520	\$28,080	\$31,200	\$29,740	\$0
MONTROSE	Street Division Worker	Street Division Team Leader	01/2020	2080.00	=	N	0	0	8	\$38,035	\$45,272	\$52,508	\$36,338	\$50,311	\$42,441	\$0
NORTHGLENN	Municipal Services Worker II	Supervisor	01/2020	2080.00	=	N	0	0	4	\$38,100	\$45,700	\$53,300	\$41,371	\$47,548	\$43,134	\$0
OURAY	Maintenance Operator II	Public Works Director	01/2020	2080.00	>	N	0	0	4	\$44,859	\$53,820	\$62,781	\$44,859	\$50,862	\$47,860	\$0
PAGOSA SPRINGS	Equipment Operator I		01/2020	2080.00	=	N	0	0	3	\$37,799	\$44,689	\$51,579	\$41,210	\$41,308	\$47,772	\$0
PUEBLO	EQUIPMENT OPERATOR II /SWEEPER OPERATOR	VARIOUS	01/2020	2085.00	=	N	0	0	7	\$37,320	\$41,981	\$46,642	\$40,104	\$51,075	\$45,944	\$0
STEAMBOAT SPRINGS				2080.00		N			0	\$41,191	\$48,400	\$55,609	\$42,557	\$60,394	\$0	\$0
STERLING	Maintenance Worker II	Division Superintendent	01/2020	2080.00	=	N	0	0	8	\$34,215	\$42,098	\$49,982	\$34,215	\$38,327	\$35,471	\$0
THORNTON	Equipment Operator II-Streets	Street Operations Supervisor	01/2020	2080.00	=	N	0	0	11	\$44,416	\$51,522	\$58,629	\$45,291	\$49,094	\$47,183	\$0
TRINIDAD	Equipment Operator	Street & Bridge Supervisor	01/2020	2080.00	=	N	0	0	5	\$0	\$0	\$0	\$41,808	\$44,117	\$42,962	\$0
VAIL	Heavy Equipment Operator I		01/2020	2080.00	=	N	0	0	9	\$45,686	\$54,363	\$63,041	\$46,134	\$51,875	\$48,300	\$0
WESTMINSTER	Equipment Operator I	Foreman	01/2020	2085.00	=	N	0	0	3	\$50,437	\$57,496	\$64,554	\$57,056	\$62,979	\$61,005	\$62,979
WHEAT RIDGE	Equipment Operator I	Operations Supervisor	01/2020	2080.00	=	N	0	0	2	\$41,536	\$50,855	\$60,174	\$51,141	\$57,089	\$54,114	\$0
WINDSOR	Equipment Operator/PW Maintenance Tech	Streets Supervisor	02/2020	2080.00	=	N	0	0	4	\$40,400	\$48,500	\$56,600	\$43,680	\$44,782	\$44,163	\$0
WINTER PARK	Equipment Operator	Public Works Director	01/2020	2080.00	=	N	0	0	7	\$33,100	\$46,675	\$60,250	\$39,520	\$45,760	\$61,776	\$0
YUMA	Equipment Operator	Street Dept. Supervisor	01/2020	2080.00	=	N	1	0	2	\$27,500	\$33,000	\$38,500	\$29,411	\$37,310	\$33,355	\$0

Average										\$39,299	\$46,985	\$54,672	\$42,335	\$48,975	\$46,439	\$49,987
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**Job # B056 - EQUIPMENT OPERATOR/ HEAVY**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	EQUIPMENT OPERATOR II	MAINTENANCE SUPERVISOR	01/2020	2080.00	=	N	0	0	2	\$37,435	\$44,924	\$52,413	\$41,246	\$46,030	\$43,638	\$43,638
ARVADA	Street Technician IV	Streets Supervisor	01/2020	2080.00	=	N	0	0	6	\$50,673	\$59,980	\$69,288	\$54,113	\$69,288	\$64,171	\$0
ASPEN	Heavy Equipment Operator II	Streets Superintendent	01/2019	2080.00	=	N	0	0	7	\$47,096	\$56,633	\$66,170	\$56,472	\$66,185	\$62,132	\$0
AURORA	Parks-Water-Streets Heavy Equipment Operator	Maintenance Supervisor	01/2020	2080.00	=	N	0	0	11	\$37,134	\$46,836	\$56,537	\$50,936	\$60,552	\$53,120	\$0
AVON	HEAVY EQUIPMENT OPERATOR	Public Works Supervisor	01/2020	2080.00	>	N	0	4	1	\$45,878	\$52,778	\$59,677	\$55,813	\$55,813	\$55,813	\$0
BLACK HAWK	Street Maintenance Worker II	Street Superintendent	01/2020	2080.00	=	N	0	0	2	\$47,304	\$54,400	\$61,495	\$0	\$0	\$0	\$0
BRECKENRIDGE	Senior Streets Operator	Streets Supervisor	01/01/20	2080.00	=	N	0	0	7	\$41,700	\$50,245	\$58,790	\$44,720	\$55,452	\$48,318	\$0
BUENA VISTA	Airport Senior Line Tech		01/2020	2080.00	=	N	0	0	1	\$34,424	\$41,032	\$47,639	\$38,292	\$38,292	\$38,292	\$0
CANON CITY	Equipment Operator	Streets Supervisor/Parks & Facilities Director	01/2019	2080.00	=	N	0	0	1	\$36,026	\$42,383	\$48,740	\$37,568	\$37,568	\$37,568	\$0
CARBONDALE	EQUIPMENT OPERATOR II	STREETS FOREMAN	01/2020	2080.00	=	N	0	0	1	\$44,125	\$52,994	\$61,862	\$57,536	\$57,536	\$57,536	\$52,994
CASTLE ROCK	SR. OPERATOR	Street Supervisor	01/2020	2080.00	=	N	0	0	2	\$46,966	\$55,182	\$63,398	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	Heavy Equipment Operator	Streets Crew Leader / Streets Operation Supervisor	01/2020	2080.00	=	N	0	0	4	\$48,239	\$57,100	\$65,961	\$48,239	\$54,612	\$51,159	\$0
COLORADO SPRINGS	Senior Equipment Operator	Skilled Maintenance Supervisor	02/2020	2080.00	=	N	2	2	41	\$43,440	\$52,148	\$60,857	\$43,524	\$53,525	\$47,549	\$0
CORTEZ	Public Works Senior Operator	Public Works Superintendent	01/2020	2080.00	=	N	15	0	2	\$36,296	\$44,502	\$52,707	\$36,296	\$36,296	\$36,296	\$0
CRIPPLE CREEK	Heavy Equipment Operator	Lead Operator/Field Operations Supervisor	01/2020	2080.00	=	N	0	0	2	\$33,018	\$38,844	\$44,671	\$41,600	\$46,590	\$44,096	\$0
DELTA COUNTY	Equipment Operator		01/2020	2080.00	=	N	0	0	18	\$32,020	\$44,058	\$56,095	\$36,000	\$44,173	\$39,851	\$0
DENVER	Equipment Operator III		03/2020	2080.00	=	N	0	0	42	\$46,030	\$56,618	\$67,205	\$47,411	\$63,066	\$56,616	\$59,498
DILLON	Maintenance Worker	Streets Foreman	01/2020	2080.00	=	N	0	0	5	\$47,012	\$56,414	\$65,816	\$52,869	\$63,690	\$59,434	\$0
DURANGO	Senior Streets Operator	Streets Supervisor	01/2020	2080.00	=	N	0	0	2	\$46,364	\$55,636	\$64,909	\$46,364	\$49,822	\$48,093	\$48,093
ENGLEWOOD	Equipment Operator II	Streets Administrator	01/2019	2080.00	=	N	0	0	4	\$37,342	\$44,770	\$52,198	\$43,139	\$54,267	\$47,412	\$0
ESTES PARK	Equipment Operator II, Utility Field Specialist	Streets Supervisor, Line Superintendent	01/2020	2080.00	=	N	0	0	2	\$43,712	\$51,362	\$59,011	\$49,050	\$51,822	\$50,436	\$0
FORT COLLINS	Operator II, Transportation Op	Varies	01/2020	2080.00	=	N	0	0	12	\$42,592	\$53,240	\$63,888	\$50,960	\$66,590	\$56,223	\$54,501
FRUITA	Heavy Equipment Operator	Crew Supervisor	01/2020	2080.00	=	N	0	0	3	\$42,821	\$46,600	\$50,378	\$45,340	\$45,340	\$45,340	\$0
GLENWOOD SPRINGS	Equip Operator II	Public Works-Streets, Landfill, W/WW	01/2020	2080.00	=	N	0	0	1	\$49,130	\$54,434	\$59,738	\$55,167	\$55,167	\$55,167	\$0
GRAND JUNCTION	Specialty Equipment Operator	First line supervisor	01/2020	2080.00	=	N	0	0	17	\$43,458	\$52,150	\$60,841	\$43,472	\$55,619	\$52,426	\$0
GRAND LAKE	Maintenance Worker	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$49,608	\$49,608	\$49,608	\$49,608
GREELEY	EQUIPMENT OPERATOR II	Crew Supervisor	01/2020	2080.00	=	N	0	0	19	\$49,241	\$59,089	\$68,937	\$49,920	\$66,331	\$56,721	\$0
GUNNISON COUNTY	HEAVY EQUIPMENT OPERATOR II	DISTRICT FOREMAN	01/2020	2080.00	=	N	0	0	16	\$47,288	\$57,088	\$66,889	\$65,255	\$66,889	\$66,565	\$0
LAFAYETTE	Equipment Operator, Senior	Crew Supervisor	01/2020	2080.00	=	N	0	0	0	\$48,871	\$61,088	\$73,306	\$0	\$0	\$0	\$0
LAKEWOOD	Maint Lead/Heavy Equip Oper		01/2020	2080.00	=	N	0	0	6	\$52,520	\$61,703	\$70,886	\$59,072	\$67,496	\$62,757	\$0
LAMAR	Heavy Equipment Operator	Streets/Sanitation Supervisor - Public Works Director	01/2020	2080.00	=	N	0	0	4	\$31,994	\$38,993	\$45,992	\$32,308	\$34,107	\$32,837	\$40,385
LOVELAND	Heavy Equipment Operator - Streets / Solid Waste	Crew Supervisor - Streets	01/2020	2080.00	=	N	0	0	7	\$45,600	\$55,800	\$66,000	\$51,812	\$64,396	\$55,803	\$0
MANITOU	Heavy equipment operator -	public works director	01/2020	2080.00	=	N	0	0	1	\$46,426	\$55,711	\$64,996	\$51,069	\$60,354	\$0	\$55,711

SPRINGS	water/sewer and public works															
MONTE VISTA	HEAVY EQUIPMENT OPERATOR	Public Works Director	01/2020	2080.00	=	N	0	0	3	\$31,680	\$37,320	\$42,960	\$38,729	\$38,729	\$38,729	\$0
MOUNTAIN VILLAGE	Strs Maint/Equip Operator	Mgr R&B & Sewer	01/2020	2080.00	=	N	0	0	5	\$39,544	\$46,522	\$53,500	\$42,333	\$42,333	\$42,333	\$0
NORTHGLENN	Municipal Services Worker III	Supervisor	01/2020	2080.00	=	N	0	0	14	\$43,300	\$53,000	\$62,700	\$45,698	\$57,449	\$51,158	\$0
PAGOSA SPRINGS	Equipment Operator III		01/2020	2080.00	=	N	0	0	1	\$41,683	\$49,426	\$57,169	\$44,483	\$44,483	\$44,483	\$0
PUEBLO	EQUIPMENT OPERATOR IV	VARIOUS	01/2020	2085.00	=	N	0	0	8	\$42,651	\$48,048	\$53,446	\$48,074	\$53,446	\$51,181	\$0
RIDGWAY	Utility Maintenance Operator III-S&F	PW Services Administrator	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,154	\$63,216	\$61,506	\$54,185
SILVERTHORNE	Equipment Operator	Sr. Equipment Operator	01/2020	2080.00	=	N	0	0	7	\$48,150	\$56,167	\$64,184	\$48,150	\$64,184	\$53,841	\$0
SNOWMASS VILLAGE	MAINT. OPERATOR I & II		07/2019	2080.00	=	N	0	0	0	\$48,054	\$55,262	\$62,470	\$62,462	\$62,462	\$62,462	\$0
STEAMBOAT SPRINGS	Equipment Operator	Foreman	01/2019	2080.00	=	N	0	0	11	\$41,191	\$48,400	\$55,609	\$42,557	\$60,394	\$0	\$0
SUMMIT COUNTY	Heavy Equipment Operator	Road & Bridge Director	07/2019	2080.00	=	N	0	0	26	\$43,172	\$52,886	\$62,599	\$43,640	\$63,265	\$56,423	\$0
TELLURIDE	Equipment Operator	Street & Utility Superintendent	03/2020	2080.00	=	N	0	0	6	\$41,533	\$50,878	\$60,223	\$43,000	\$48,869	\$45,941	\$0
THORNTON	Senior Equipment Operator	Street Operations Supervisor/Utilities Maintenance Supervisor	01/2020	2080.00	=	N	0	0	8	\$50,853	\$58,990	\$67,126	\$61,577	\$67,126	\$65,440	\$0
VAIL	Heavy Equipment Operator I/Turf		01/2020	2080.00	=	N	0	0	1	\$50,120	\$59,641	\$69,163	\$59,862	\$59,862	\$59,862	\$0
WALSENBURG	HEAVY EQUIPMENT OPERATOR		01/2020	2080.00	=	N	0	0	4	\$0	\$0	\$0	\$30,714	\$43,753	\$35,598	\$0
WESTMINSTER	Equipment Operator II	Foreman	01/2020	2085.00	=	N	0	0	5	\$54,211	\$61,800	\$69,390	\$59,839	\$67,703	\$65,163	\$67,703
WHEAT RIDGE	Equipment Operator II	Operations Supervisor	01/2020	2080.00	=	N	0	0	3	\$46,009	\$56,340	\$66,670	\$58,561	\$64,927	\$61,744	\$0
WINDSOR	Heavy Equipment Operator/PW Maintenance Tech	Public Works Supervisor - STREETS	02/2020	2080.00	=	N	0	0	1	\$45,000	\$54,000	\$63,000	\$54,517	\$54,517	\$54,517	\$0
Average										\$43,603	\$51,988	\$60,372	\$48,181	\$55,174	\$51,675	\$52,632

#### Job # B088 - EVIDENCE CUSTODIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Evidence Technician and Office Supervisor	Chief of Police	01/2020	2080.00	=	N	0	0	1	\$37,435	\$44,924	\$52,413	\$38,916	\$38,916	\$38,916	\$38,916
ARVADA	Evidence Technician	Evidence Supervisor	01/2020	2080.00	=	N	0	0	3	\$48,513	\$57,424	\$66,335	\$60,538	\$66,335	\$64,403	\$0
AURORA	Public Safety Property Technician	Public Safety Property Supervisor	01/2020	2080.00	=	N	0	0	11	\$45,119	\$54,074	\$63,029	\$40,374	\$48,848	\$52,768	\$0
BLACK HAWK	Property Evidence Technician	Police Chief	01/2020	2080.00	=	N	0	0	1	\$52,823	\$60,746	\$68,670	\$0	\$0	\$0	\$0
BRIGHTON	Property/Evidence Custodian		03/2020	2080.00	=	N	0	0	2	\$46,241	\$54,716	\$63,190	\$49,004	\$63,190	\$56,098	\$0
BROOMFIELD	Property/Evidence Technician	Police Commander	01/2020	2080.00	=	N	0	0	2	\$49,504	\$57,772	\$66,040	\$66,040	\$66,040	\$66,040	\$0
CANON CITY	Evidence Technician	Police Deputy Chief	01/2019	2080.00	=	N	0	0	1	\$35,147	\$41,350	\$47,552	\$43,404	\$43,404	\$43,404	\$0
CASTLE ROCK	Property & Evidence Technician		01/2020	2080.00	=	N	0	0	1	\$46,966	\$55,182	\$63,398	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	Evidence Technician	Police Support Supervisor	01/2020	2080.00	=	N	0	0	1	\$61,342	\$73,588	\$85,833	\$77,677	\$77,677	\$77,677	\$0
COLORADO SPRINGS	Evidence Technician	Police Sergeant	02/2020	2080.00	=	N	0	0	16	\$47,919	\$57,612	\$67,305	\$47,919	\$60,488	\$55,075	\$0
COMMERCE CITY	Property & Evidence Technician	Property & Evidence Supervisor	01/2020	2080.00	=	N	0	0	2	\$43,059	\$53,824	\$64,588	\$49,518	\$55,072	\$52,295	\$0
CORTEZ	Evidence Technician	Lieutenant	01/2020	2080.00	=	N	0	0	1	\$36,296	\$44,502	\$52,707	\$50,606	\$50,606	\$50,606	\$0
CRIPPLE CREEK	Evidence Custodian	Police Chief	01/2020	2080.00	=	N	0	0	0	\$33,018	\$38,844	\$44,671	\$0	\$0	\$0	\$0
DELTA	Evidence Custodian	Chief of Police	01/2020	2080.00	=	N	0	0	1	\$41,023	\$47,558	\$54,092	\$45,361	\$45,361	\$45,361	\$0
DENVER	Property and Evidence Technician		03/2020	2080.00	=	N	0	0	19	\$42,016	\$51,678	\$61,339	\$45,993	\$61,339	\$53,839	\$50,710
ENGLEWOOD	Evidence Technician	Deputy Police Chief	01/2019	2080.00	=	N	0	0	1	\$41,412	\$49,654	\$57,896	\$48,713	\$48,713	\$48,713	\$0
ERIE	PD Evidence Custodian	Police/Courts Administrative Manager	02/2020	2080.00	=	N	0	0	1	\$54,391	\$62,822	\$71,252	\$60,736	\$60,736	\$60,736	\$0
FEDERAL HEIGHTS	Evidence Technician		01/2020	2080.00	=	N	0	0	1	\$47,113	\$56,246	\$65,379	\$55,016	\$55,016	\$55,016	\$0
FORT COLLINS	Tech II, Processing Support	Senior Supervisor, Technical	01/2020	2080.00	=	N	0	0	6	\$48,622	\$60,778	\$72,934	\$53,993	\$62,385	\$57,496	\$54,048
FRUITA	Evidence Custodian	Police Lieutenant	01/2020	2080.00	=	N	0	0	1	\$43,106	\$46,910	\$50,713	\$45,636	\$45,636	\$45,636	\$0
GLENDALE	Evidence Technician	Police Lieutenant	02/2020	2080.00	=	N	0	0	1	\$41,200	\$48,925	\$56,650	\$48,860	\$48,860	\$48,860	\$0
GRAND JUNCTION	Evidence Technician	Police Sergeant	01/2020	2080.00	=	N	0	0	3	\$44,554	\$53,465	\$62,376	\$49,171	\$50,419	\$50,003	\$0
GREELEY	PROPERTY EVIDENCE TECH	Property Evidence Technician Supervisor	01/2020	2080.00	=	N	0	0	3	\$39,979	\$46,976	\$53,972	\$46,966	\$47,029	\$46,987	\$0
GREENWOOD VILLAGE	EVIDENCE TECHNICIAN		01/2020	2080.00	=	N	0	0	1	\$43,611	\$52,270	\$60,929	\$46,217	\$46,217	\$46,217	\$0
LAFAYETTE	Evidence Specialist	Commander	01/2020	2080.00	=	N	0	0	1	\$43,132	\$53,914	\$64,697	\$54,080	\$4,080	\$54,080	\$0
LAKEWOOD	Police Property Evidence Tech		01/2020	2080.00	=	N	0	0	7	\$50,794	\$60,934	\$71,074	\$55,848	\$59,467	\$57,025	\$0
LONGMONT	EVIDENCE TECHNICIAN		01/2020	2080.00	=	N	0	0	2	\$49,226	\$53,875	\$58,524	\$55,186	\$55,734	\$55,460	\$55,460
LOUISVILLE	Property & Evidence Technician	Division Commander	02/2020	2080.00	=	N	0	0	1	\$45,281	\$52,582	\$59,883	\$59,654	\$59,654	\$59,654	\$55,702
LOVELAND	Evidence Technician	Criminalist	01/2020	2080.00	=	N	0	0	1	\$45,600	\$55,800	\$66,000	\$64,438	\$64,438	\$64,438	\$0
MONTROSE	Evidence Technician	Administrative Commander	01/2020	2080.00	=	N	0	0	1	\$40,957	\$48,837	\$56,717	\$46,607	\$49,779	\$45,368	\$0
MONUMENT			01/2019	2080.00	=	N	0	0	0	\$33,472	\$44,236	\$55,000	\$43,185	\$43,185	\$43,185	\$0
NORTHGLENN	Property/Evidence Custodian	Sergeant	01/2020	2080.00	=	N	0	0	1	\$47,300	\$58,000	\$68,700	\$48,235	\$48,235	\$48,235	\$0
PAGOSA SPRINGS	Evidence Technician		01/2020	1040.00	=	N	0	0	1	\$18,273	\$21,582	\$24,891	\$19,219	\$19,219	\$19,219	\$0
PARKER	Property Technician		01/2019	2080.00	=	N	0	0	0	\$43,900	\$54,900	\$65,900	\$0	\$0	\$0	\$0
SHERIDAN	Evidence Technician		01/2020	0.00	=	N	0	0	1	\$46,900	\$57,470	\$68,039	\$43,804	\$43,804	\$43,804	\$0
SILVERTHORNE	Evidence Technician	Detective	01/2020	2080.00	=	N	0	0	1	\$49,607	\$57,875	\$66,143	\$49,729	\$49,729	\$49,729	\$0
STEAMBOAT SPRINGS	Police Evidence Technician	Police Captain	01/2019	2080.00	=	N	0	0	1	\$42,340	\$49,750	\$57,160	\$54,196	\$54,196	\$54,196	\$0
THORNTON	Police Property Evidence Technician	Police Commander	01/2020	2080.00	=	N	0	0	2	\$50,853	\$58,990	\$67,126	\$56,980	\$64,978	\$60,979	\$0

TIMNATH	RECORDS /EVIDENCE TECHNICIAN	SERGEANT	01/2020	2080.00	=	N	0	0	0	\$46,000	\$54,000	\$62,000	\$0	\$0	\$0	\$0
WESTMINSTER	Property Evidence Technician	Sergeant	01/2020	2085.00	=	N	0	0	3	\$50,437	\$57,496	\$64,554	\$62,979	\$64,554	\$63,504	\$62,979
WHEAT RIDGE	Evidence Technician	Police Commander	01/2020	2080.00	=	N	0	0	1	\$41,536	\$50,855	\$60,174	\$47,731	\$47,731	\$47,731	\$0
WINDSOR	PROPERTY & EVIDENCE TECHNICIAN	POLICE LIEUTENANT	02/2020	2080.00	=	N	0	0	1	\$45,000	\$54,000	\$63,000	\$60,154	\$60,154	\$60,154	\$0
Average										\$44,310	\$52,784	\$61,258	\$51,154	\$52,195	\$52,464	\$52,969

**Job # B006.5 - EXECUTIVE SECRETARY TO THE CITY MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Executive Assistant to City Manager	City Manager	01/2020	2080.00	=	Y	2	2	1	\$47,627	\$60,070	\$72,512	\$75,606	\$75,606	\$75,606	\$0
BRECKENRIDGE	Executive Administrative Assistant	Assistant Town Manager	01/01/20	2080.00	=	Y	0	0	1	\$45,300	\$55,500	\$65,700	\$68,142	\$68,142	\$68,142	\$0
COLORADO SPRINGS	Assistant to the Mayor	Mayor	02/2020	2080.00	=	Y	0	0	6	\$47,919	\$57,612	\$67,305	\$50,333	\$58,710	\$56,032	\$0
COMMERCE CITY	Executive Administrator	City Manager	01/2020	2080.00	=	Y	2	2	1	\$59,362	\$74,203	\$89,044	\$69,723	\$69,723	\$69,723	\$0
CORTEZ	Executive Assistant to the City Manager	City Manager	01/2020	2080.00	=	N	0	0	1	\$38,272	\$47,840	\$57,408	\$57,408	\$57,408	\$57,408	\$0
ENGLEWOOD	Executive Assistant to City Mgr	City Manager	01/2019	2080.00	=	Y	0	0	1	\$53,114	\$65,120	\$77,126	\$56,000	\$56,000	\$56,000	\$0
ESTES PARK	Executive Assistant	Town Administrator, Police Chief	01/2020	2080.00	=	N	0	0	2	\$47,761	\$56,118	\$64,476	\$59,181	\$61,804	\$60,493	\$0
FORT COLLINS	Exec Assistant To The City Mgr	City Manager	01/2020	2080.00	=	Y	0	1	1	\$48,815	\$65,087	\$81,359	\$72,000	\$72,000	\$72,000	\$72,000
FOUNTAIN	EXECUTIVE ASSISTANT	City Manager	02/2020	2080.00	=	N	0	0	1	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$0
LAKEWOOD	Exec Asst To Mayor & CM		01/2020	2080.00	=	Y	2	2	1	\$67,538	\$81,026	\$94,515	\$79,456	\$79,456	\$79,456	\$0
LAMAR	Administrative Assistant to City Administrator	City Administrator	01/2020	2080.00	=	N	0	0	1	\$31,994	\$38,993	\$45,992	\$49,083	\$49,083	\$49,083	\$49,083
LOVELAND	Executive Coordinator	City Manager	01/2019	2080.00	=	N	0	0	1	\$49,700	\$62,100	\$74,500	\$66,670	\$66,670	\$66,670	\$0
MONUMENT			01/2019	2080.00	=	N			0	\$45,000	\$54,250	\$63,500	\$55,000	\$55,000	\$55,000	\$0
NORTHGLENN	Executive Assistant to the CM	City Manager	01/2020	2080.00	=	N	0	0	1	\$61,300	\$75,125	\$88,950	\$73,674	\$73,674	\$73,674	\$0
PUEBLO	SECRETARY TO MAYOR	MAYOR	01/2020	2085.00	=	Y	0	0	1	\$48,433	\$53,428	\$58,423	\$48,433	\$48,433	\$48,433	\$0
SILVERTHORNE	Executive Assistant/Public Information Officer	Town Manager	01/2020	2080.00	=	N	0	0	1	\$63,102	\$73,620	\$84,137	\$68,642	\$68,642	\$68,642	\$0
STEAMBOAT SPRINGS	EXECUTIVE ASSISTANT	CITY MANAGER	01/2019	2080.00	=	N	0	0	1	\$51,262	\$60,233	\$69,204	\$56,773	\$56,773	\$0	\$0
STERLING	Executive Secretary	City Manager	01/2020	2080.00	=	N	0	0	1	\$45,060	\$50,821	\$56,581	\$43,748	\$43,748	\$43,748	\$0
THORNTON	Executive Assistant-CMO	City Manager	01/2020	2080.00	=	Y	0	1	1	\$60,226	\$69,862	\$79,498	\$70,677	\$70,677	\$70,677	\$0
WESTMINSTER	Executive Aide	Deputy City Manager	01/2020	2085.00	=	N	0	0	0	\$58,277	\$66,436	\$74,594	\$0	\$0	\$0	\$0
Average										\$50,819	\$61,198	\$71,576	\$61,463	\$63,136	\$62,638	\$60,541

**Job # B006 - EXECUTIVE/ADMINISTRATIVE ASSISTANT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Executive Assistant	Varies	01/2020	2080.00	=	N	0	0	4	\$53,438	\$63,253	\$73,068	\$57,382	\$68,350	\$63,360	\$0
AURORA	Administrative Technician	Varies	01/2020	2080.00	=	N	0	0	24	\$32,530	\$41,037	\$49,544	\$38,835	\$54,509	\$45,937	\$0
BASALT	Admin Assistant/Office Manager	Town Manager/Town Clerk/Police Chief	01/2020	2080.00	=	N	0	0	2	\$48,327	\$57,976	\$67,626	\$58,000	\$67,626	\$62,813	\$62,813
BLACK HAWK	VARIES PER DEPARTMENT	VARIOUS DEPARTMNET HEADS	01/2020	2080.00	=	N	0	0	5	\$58,921	\$67,759	\$76,597	\$0	\$0	\$0	\$0
BRECKENRIDGE	Administrative Specialists	Administrative Supervisors/Managers	01/01/20	2080.00	=	Y	0	0	3	\$35,800	\$43,268	\$50,735	\$44,304	\$50,731	\$46,924	\$0
BRIGHTON	Administrative Assistant III		03/2020	2080.00	=	N	0	0	6	\$43,641	\$51,714	\$59,788	\$44,903	\$59,788	\$55,581	\$0
BROOMFIELD	Administrative Tech II	Varies	01/2020	2080.00	=	N	0	0	11	\$49,400	\$58,136	\$66,872	\$51,334	\$66,768	\$59,051	\$0
BUENA VISTA	ADMIN ASSISTANT/FD/PF/AIRPORT		02/2020	2080.00	=	N	0	0	1	\$37,960	\$45,155	\$52,350	\$40,019	\$40,019	\$40,019	\$0
CARBONDALE	ADMINISTRATIVE ASSISTANT/SECRETARY		01/2020	2080.00	=	N	0	0	2	\$44,125	\$56,887	\$69,649	\$48,456	\$58,706	\$53,581	\$55,960
CASTLE ROCK	ADMINISTRATIVE ASSISTANT		01/2020	2080.00	=	N	0	0	5	\$48,901	\$57,481	\$66,061	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Staff Assistant	Director of Department	01/2020	2080.00	=	N	0	0	29	\$43,962	\$52,854	\$61,747	\$46,934	\$57,729	\$52,621	\$0
CORTEZ	HumanResource/Police/PublicWorks Assistant	Department Head	01/2020	2080.00	=	N	0	0	3	\$32,406	\$40,445	\$48,484	\$46,467	\$51,875	\$49,171	\$0
DELTA	Executive Secretary	Department Head	01/2020	2080.00	=	N	0	0	0	\$34,085	\$39,419	\$44,753	\$0	\$0	\$0	\$0
DELTA COUNTY	Administrative Assistant		01/2020	2080.00	=	N	0	0	1	\$36,024	\$43,246	\$50,468	\$41,436	\$41,436	\$41,436	\$0
DENVER	Executive Assistant III		03/2020	2080.00	=	N	0	0	21	\$47,861	\$58,864	\$69,867	\$51,750	\$69,805	\$62,392	\$64,763
EATON	Administrative Assistant	Town Clerk	01/2020	2080.00	=	N	0	0	3	\$0	\$0	\$0	\$44,140	\$51,187	\$47,686	\$0
ENGLEWOOD	Department Assistant		01/2019	2080.00	=	N	0	0	4	\$33,883	\$40,598	\$47,314	\$40,968	\$46,800	\$44,918	\$0
ESTES PARK	Administrative Assistant	Dir of Public Works, Utilities & Administrative Services; + Water & L&P Foremans	01/2020	2080.00	=	N	0	0	6	\$40,341	\$47,400	\$54,459	\$44,491	\$52,246	\$47,762	\$0
EVANS	Administrative Specialist		01/2020	2080.00	=	N	0	0	1	\$35,638	\$42,745	\$49,852	\$45,440	\$45,440	\$45,440	\$45,440
FLORENCE	Administrative Assistant	Police Chief	01/2020	2080.00	=	Y	0	0	0	\$41,330	\$41,950	\$42,570	\$43,982	\$43,982	\$43,982	\$43,982
FORT COLLINS	Executive Admin Assistant	Varies	01/2020	2080.00	=	N	0	0	6	\$45,501	\$56,876	\$68,252	\$52,000	\$68,115	\$59,405	\$56,965
FORT MORGAN	Administrative Assistant	see notes below	3/2020	2080.00	=	N	0	0	1	\$39,400	\$48,218	\$57,036	\$49,500	\$49,500	\$49,500	\$0
FOUNTAIN	MANAGEMENT ASSISTANT	Various Directors	02/2020	2080.00	=	N	0	0	4	\$42,012	\$51,254	\$60,497	\$42,852	\$61,707	\$51,422	\$51,422
FRISCO	Executive Assistant	Town Manager	01/2020	2080.00	=	N	0	0	1	\$57,326	\$68,400	\$79,473	\$74,001	\$74,001	\$74,001	\$0
GLENWOOD SPRINGS	Administrative Coordinator		01/2020	2080.00	=	N	0	0	1	\$49,749	\$59,740	\$69,731	\$55,000	\$55,000	\$55,000	\$0



GOLDEN	Administrative Technician	Department Director	1/2020	2080.00	=	N	0	0	2	\$45,600	\$54,750	\$63,900	\$63,900	\$63,900	\$63,900	\$0
GRAND JUNCTION	Administrative Specialist	Varies	01/2020	2080.00	=	N	0	0	4	\$44,001	\$52,801	\$61,601	\$47,403	\$53,622	\$52,067	\$0
GREELEY	SR ADMIN SPECIALIST	Department Head	01/2020	2080.00	>	N	0	0	15	\$39,979	\$46,976	\$53,972	\$40,872	\$51,896	\$45,508	\$0
GREENWOOD VILLAGE	Administrative Assistant		01/2020	2080.00	=	N	0	0	7	\$39,704	\$47,505	\$55,306	\$0	\$0	\$0	\$0
LAFAYETTE	Administrative Assiatant	Superintendent or Director	01/2020	2080.00	=	N	0	0	2	\$45,706	\$57,132	\$68,559	\$53,405	\$62,860	\$58,658	\$0
LAKEWOOD	Administrative Asst		01/2020	2080.00	=	N	0	0	3	\$50,794	\$60,934	\$71,074	\$60,736	\$68,682	\$63,697	\$0
LONGMONT	Administrative Assistant		01/2020	2080.00	=	N	0	0	27	\$45,713	\$50,284	\$54,856	\$45,713	\$54,856	\$50,371	\$50,793
LOUISVILLE	Senior Administrative Assistant	Director	02/2020	2080.00	=	N	0	0	4	\$45,281	\$52,582	\$59,883	\$46,654	\$59,883	\$49,467	\$0
LOVELAND	Executive Assistant	Various departments and supervisors	01/2020	2080.00	=	N	0	0	8	\$45,600	\$55,800	\$66,000	\$60,065	\$65,811	\$60,065	\$0
MANCOS	ADMINISTRATIVE ASSISTANT		01/2020	1040.00		N	0	0	1	\$0	\$0	\$0	\$27,810	\$27,810	\$27,810	\$0
MEAD	Executive Assistant to the Town Manager		1/2020	2080.00	=	N	0	0	1	\$38,000	\$46,500	\$55,000	\$0	\$0	\$52,520	\$0
MONUMENT	ADMINISTRATIVE ASSISTANT/SECRETARY		01/2019	2080.00		N			0	\$36,495	\$43,268	\$50,040	\$47,600	\$47,600	\$47,600	\$0
MOUNTAIN VILLAGE	Administrative Assistant	Department Head	01/2020	2080.00	=	N	0	0	1	\$43,646	\$51,286	\$58,925	\$48,986	\$48,986	\$48,986	\$0
MT. CRESTED BUTTE	Deputy Town Clerk/Court Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	0	\$45,000	\$52,500	\$60,000	\$45,000	\$45,000	\$45,000	\$45,000
NEW CASTLE	Administrative Assitant	Town Clerk / Administrator	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$37,093	\$56,135	\$46,614	\$0
PALISADE	Adminstrative Assistant	Deputy Town Clerk	01/2019	2080.00	=	N	0	0	1	\$33,820	\$37,512	\$41,205	\$38,264	\$38,264	\$38,264	\$0
PUEBLO	ADMINISTRATIVE TECHNICIAN	VARIOUS	01/2020	2085.00	=	N	0	0	10	\$38,179	\$44,298	\$50,416	\$43,904	\$50,416	\$48,364	\$0
RIFLE	Administrative Assistant/Admin/Pks/Fin.		01/2020	2080.00		N			2	\$35,070	\$42,105	\$49,140	\$35,075	\$42,121	\$38,598	\$38,598
SEVERANCE	Assistant to Town Administrator	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$40,000	\$41,200	\$41,200	\$0
SILVERTHORNE	Administrative Assistant	Department Director	01/2020	2080.00	>	N	0	0	4	\$46,483	\$55,020	\$63,557	\$48,907	\$59,944	\$53,900	\$0
SUMMIT COUNTY	Administrative Assistant	County Manager	07/2019	2080.00	=	Y	2	0	8	\$41,748	\$51,141	\$60,534	\$43,426	\$61,122	\$51,932	\$0
THORNTON	Executive Assistant	varies by assignment	01/2020	2080.00	=	Y	0	0	7	\$60,226	\$69,862	\$79,498	\$72,310	\$79,498	\$78,015	\$0
TIMNATH	Executive Administrative Assistant	Town Manager	01/2020	2080.00	=	N	0	0	1	\$49,500	\$57,750	\$66,000	\$0	\$0	\$0	\$0
WESTMINSTER	Executive Assistant	Department Head	01/2020	2085.00	=	N	0	5	12	\$54,211	\$61,800	\$69,390	\$56,956	\$69,390	\$65,224	\$65,246
WHEAT RIDGE	Administrative Assistant	Department Director	01/2020	2080.00	=	N	0	0	1	\$55,168	\$69,014	\$82,859	\$68,353	\$68,353	\$68,353	\$0
Average										\$43,750	\$52,076	\$60,402	\$48,514	\$55,742	\$52,180	\$52,817

#### **Job # B113A - FACILITIES MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	FACILITIES MANAGER	PARKS/REC DIRECTOR	01/2020	2080.00	=	N	4	4	1	\$41,318	\$49,597	\$57,876	\$49,150	\$49,150	\$49,150	\$49,150
ARVADA	Manager of City Facilities	Director of Public Works	01/2020	2080.00	=	Y	20	5	1	\$99,406	\$117,664	\$135,921	\$120,431	\$120,431	\$120,431	\$0
ASPEN	PUBLIC FACILITIES MANAGER		01/2019	2080.00		N			1	\$71,732	\$86,258	\$100,783	\$98,592	\$98,592	\$98,592	\$0
BRECKENRIDGE	Facilities Manager	Assistant Director of Public Works	01/01/20	2080.00	=	Y	0	0	1	\$66,400	\$83,000	\$99,600	\$99,580	\$99,580	\$99,580	\$0
BRIGHTON	Facilities Superintendent		03/2020	2080.00	=	Y	0	0	1	\$62,891	\$74,526	\$86,161	\$84,658	\$84,658	\$84,658	\$0
BROOMFIELD	Superintendent (Facilities)	Director of Public Works	01/2020	2080.00	=	Y	0	0	1	\$87,984	\$105,664	\$123,344	\$115,960	\$115,960	\$115,960	\$0
COLORADO SPRINGS	City Facilities Administrator	Fire Chief	02/2020	2080.00	=	N	0	0	1	\$89,397	\$107,480	\$125,564	\$105,746	\$105,746	\$105,746	\$0
COMMERCE CITY	Fleet & Facility Manager	Director of Public Works	01/2020	2080.00	=	Y	10	2	1	\$79,640	\$107,514	\$135,388	\$94,612	\$94,612	\$94,612	\$0
DENVER	Facilities Superintendent		03/2020	2080.00	=	Y	0	0	10	\$75,064	\$97,583	\$120,102	\$98,068	\$119,948	\$107,682	\$106,705
ENGLEWOOD	Facilities and Operations Manager	Director of Public Works	01/2019	2080.00	=	N	17	2	1	\$86,386	\$107,957	\$129,528	\$95,406	\$95,406	\$95,406	\$0
ERIE	Facilities Maintenance Division Manager	Public Works Director	02/2020	2080.00	=	Y	6	6	1	\$76,239	\$91,486	\$106,734	\$91,520	\$91,520	\$91,520	\$0
ESTES PARK	Facilities Manager	Public Works Director	01/2020	2080.00	=	Y	1	0	1	\$67,495	\$82,682	\$97,868	\$92,805	\$92,805	\$92,805	\$0
FOUNTAIN	FACILITIES MAINTENANCE COORDINATOR	Deputy City Manager	02/2020	2080.00	=	N	1	1	1	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$0
FRISCO	Buildings Foreman	Public Works Director	01/2020	2080.00	=	N	1	1	1	\$52,488	\$62,986	\$73,483	\$75,749	\$75,749	\$75,749	\$0
GLENDALE	FACILITIES COORDINATOR	STADIUM OPERATIONS & FACILITIES DIRECTOR	02/2020	2080.00	=	Y	3	3	1	\$53,040	\$61,000	\$68,960	\$53,040	\$53,040	\$53,040	\$0
GLENWOOD SPRINGS	SWAT Crew Lead	Asst PW	01/2020	2080.00	=	N	0	0	1	\$49,749	\$59,740	\$69,731	\$61,808	\$61,808	\$61,808	\$0
GOLDEN	Facility Manager	Parks & Recreation Director	1/2020	2080.00	=	N	0	0	1	\$75,300	\$94,100	\$112,900	\$109,000	\$109,000	\$109,000	\$0
GUNNISON COUNTY	FAIRGROUNDS MANAGER	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$55,781	\$67,341	\$78,901	\$78,901	\$78,901	\$78,901	\$0
LONGMONT	Facilities Manager	Deputy City Manager	01/2020	2080.00	=	Y	3	0	1	\$93,633	\$102,996	\$112,360	\$105,075	\$105,075	\$105,075	\$105,075
LOUISVILLE	Facilities Maintenance Manager	Director of Public Works	02/2020	2080.00	=	Y	3	3	1	\$78,416	\$91,062	\$103,708	\$99,715	\$99,715	\$99,715	\$0
MONTROSE	Facilities Manager	Public Works Manager	01/2020	2080.00	=	Y	2	2	1	\$66,563	\$80,532	\$94,501	\$69,192	\$79,157	\$72,860	\$0
MOUNTAIN VILLAGE	Property Manager- Village Court Apartments	Director Planning & Development Services	01/2020	2080.00	=	N	0	0	1	\$61,674	\$72,468	\$83,263	\$65,239	\$65,239	\$65,239	\$0
PALISADE	FACILITIES MANAGER		01/2019	2080.00	=	N	0	0	1	\$54,575	\$60,535	\$66,495	\$54,575	\$66,495	\$57,339	\$0
PUEBLO	ICE ARENA MANAGER	DIRECTOR/PARKS&REC	01/2020	2085.00	=	Y	0	0	1	\$71,232	\$79,119	\$87,006	\$84,245	\$84,245	\$84,245	\$0
ROCKY FORD	PUBLIC WORKS ADMIN. DIRECTOR	CITY MANAGER	01/2020	2080.00	=	N	1	0	1	\$27,270	\$36,315	\$45,360	\$44,880	\$44,880	\$44,880	\$0
SNOWMASS VILLAGE	PUBLIC FACILITIES MANAGER		07/2019	2080.00		N			0	\$73,573	\$88,286	\$103,000	\$91,228	\$91,228	\$91,228	\$0
STEAMBOAT SPRINGS	FACILITIES MANAGER	GENERAL SERVICES DIRECTOR	01/2019	2080.00	=	Y	3	1	1	\$71,837	\$88,000	\$104,163	\$90,492	\$90,492	\$0	\$0
VAIL	Facilities Maintenance Manager		01/2020	2080.00		Y			1	\$80,394	\$100,493	\$120,592	\$102,189	\$102,189	\$102,189	\$0
WESTMINSTER	Facilities Manager	General Services Director	01/2020	2085.00	=	N	11	7	1	\$106,835	\$120,190	\$133,544	\$133,544	\$133,544	\$133,544	\$133,544
WINDSOR	Facilities Manager	Director of Public Works	02/2020	2080.00	=	Y	8	2	1	\$64,000	\$78,400	\$92,800	\$73,320	\$73,320	\$73,320	\$0

Average											\$69,554	\$83,716	\$97,878	\$86,199	\$88,351	\$86,930	\$98,618
Job # B102 - FACILITY ASSISTANT											Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Recreation Specialist	Varies	01/2020	2080.00	=	N	0	0	3		\$42,640	\$50,700	\$58,760	\$43,285	\$45,448	\$44,366	\$0
GLENDALE	FACILITIES MAINTENANCE WORKER	FACILITIES COORDINATOR	02/2020	2080.00	=	N	0	0	3		\$36,050	\$45,870	\$55,690	\$39,520	\$42,848	\$41,434	\$41,933
GOLDEN	Recreation Coordinator - Guest Services	Recreation Supervisor - Guest Services	1/2020	2080.00	=	N	10	0	1		\$33,500	\$40,250	\$47,000	\$39,041	\$39,041	\$39,041	\$0
GUNNISON COUNTY	FACILITIES MAINTENANCE ASSISTANT	FAIRGROUNDS MANAGER	01/2020	2080.00	=	N	0	0	1		\$40,086	\$48,393	\$56,701	\$48,732	\$48,732	\$48,732	\$0
LAKEWOOD	Facility Specialist		01/2020	2080.00	=	N	0	0	3		\$46,176	\$55,401	\$64,626	\$52,998	\$54,454	\$53,740	\$0
LOUISVILLE	Facility Assistant	Recreation Supervisor II	02/2020	2080.00	=	N	0	0	1		\$40,248	\$46,748	\$53,248	\$47,070	\$47,070	\$47,070	\$0
LOVELAND	Facility Coordinator	Varies by department (Facility Manager)	01/2020	2080.00	=	N	0	0	3		\$54,700	\$68,400	\$82,100	\$62,816	\$73,299	\$68,848	\$0
SILVERTHORNE	Pavilion Operations Assistant & Custodian	Pavilion Events Operations Specialist	01/2020	2080.00		N	0	0	1		\$41,940	\$48,929	\$55,919	\$41,940	\$41,940	\$41,940	\$0
THORNTON	Facilities Specialist	Recreation Administrator	01/2020	2080.00	=	Y	0	0	5		\$49,161	\$57,027	\$64,893	\$50,129	\$57,027	\$52,800	\$0
WESTMINSTER	Assistant Recreation Facility Supervisor	Recreation Supervisor Assistant or Recreation Supervisor	01/2020	2085.00	=	N	6	6	5		\$46,901	\$53,476	\$60,050	\$49,286	\$60,050	\$55,991	\$60,050
WHEAT RIDGE	Facilities Assistant	Facilities Operations Supervisor	01/2020	2080.00	=	N	0	0	3		\$38,447	\$47,127	\$55,807	\$47,266	\$48,450	\$47,857	\$0
Average											\$42,713	\$51,120	\$59,527	\$47,462	\$50,760	\$49,256	\$50,992

**Job # M16 - FINANCE DIRECTOR**

											Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	DIRECTOR OF FINANCE	CITY MANAGER	01/2020	2080.00	=	Y	5	5	1		\$64,529	\$80,672	\$96,815	\$80,144	\$80,144	\$80,144	\$80,144
ARVADA	Director of Finance	Deputy City Manager	01/2020	2080.00	=	Y	25	5	1		\$132,560	\$156,468	\$180,375	\$168,729	\$168,729	\$168,729	\$0
ASPEN	Finance/Administrative Services Director	City Manager	01/2019	2080.00	>	Y	10	10	1		\$115,154	\$138,472	\$161,791	\$124,321	\$124,321	\$124,321	\$0
AURORA	Director of Finance	Deputy City Manager	01/2020	2080.00	=	Y	58	6	1		\$105,341	\$132,482	\$159,622	\$152,095	\$152,095	\$152,095	\$0
BASALT	Finance Director	Town Manager	01/2020	2080.00	=	N	0	0	1		\$119,029	\$148,684	\$178,338	\$131,509	\$131,509	\$131,509	\$131,509
BENNETT	Director of Finance & Technology	Deputy Town Administrator	01/2020	2080.00	=	Y	2	0	1		\$91,851	\$111,516	\$131,180	\$91,851	\$131,180	\$111,516	\$111,516
BLACK HAWK	Finance Director	City Manager	01/2020	2080.00	=	N	0	0	1		\$136,764	\$157,278	\$177,793	\$0	\$0	\$0	\$0
BRECKENRIDGE	Director of Finance and IT	Assistant Town Manager	01/01/20	2080.00	=	Y	0	2	1		\$100,700	\$125,900	\$151,100	\$127,810	\$127,810	\$127,810	\$0
BRIGHTON	Finance Director	City Manager	03/2020	2080.00	=	Y	0	0	1		\$137,989	\$163,517	\$189,045	\$189,045	\$189,045	\$189,045	\$0
BROOMFIELD	Deputy Director of Finance/Director of Finance	Deputy City & County Manager	01/2020	2080.00	=	Y	31	4	2		\$107,952	\$143,312	\$178,672	\$154,502	\$174,554	\$164,528	\$0
BRUSH	Finance Officer	City Administrator	01/2020	2080.00	=	Y	2	0	1		\$75,853	\$96,655	\$117,457	\$82,964	\$85,453	\$85,453	\$0
BUENA VISTA	TOWN TREASURER/FINANCE DIRECTOR		02/2020	2080.00	=	Y	0	0	1		\$71,930	\$85,736	\$99,543	\$79,020	\$79,020	\$79,020	\$0
CANON CITY	Finance Director	City Administrator	01/2019	2080.00	=	Y	9	9	1		\$89,825	\$105,676	\$121,527	\$116,674	\$116,674	\$116,674	\$0
CARBONDALE	FINANCE DIRECTOR	TOWN MANAGER	01/2020	2080.00	=	Y	3	3	1		\$82,518	\$103,121	\$123,724	\$106,215	\$106,215	\$106,215	\$103,122
CASTLE ROCK	FINANCE DIRECTOR	Town Manager	01/2020	2080.00	=	Y	0	0	1		\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
CEDAREDGE	Finance Director	Town Administrator	01/2020	1950.00	=	N	0	0	1		\$47,510	\$60,507	\$73,504	\$58,521	\$58,521	\$58,521	\$0
CENTRAL CITY	Finance/HR Director	City Manager	01/2020	2080.00	=	Y	1	0	1		\$86,902	\$102,110	\$117,317	\$86,902	\$86,902	\$86,902	\$0
CHERRY HILLS VILLAGE	Director of Finance and Administration	City Manager	01/2020	2080.00	=	Y	5	5	1		\$112,312	\$139,576	\$166,839	\$118,463	\$118,463	\$118,463	\$0
COLORADO SPRINGS	Chief Financial Officer	Chief of Staff	02/2020	2080.00	=	Y	150	5	1		\$161,213	\$193,824	\$226,434	\$184,000	\$184,000	\$184,000	\$0
COMMERCE CITY	Director of Finance	Deputy City Manager	01/2020	2080.00	=	Y	30	3	1		\$116,801	\$157,681	\$198,561	\$162,411	\$162,411	\$162,411	\$0
CORTEZ	Finance Director	City Manager	01/2020	2080.00	=	Y	4	4	1		\$78,395	\$99,996	\$121,597	\$96,387	\$96,387	\$96,387	\$0
CRESTED BUTTE	Finance Director	Town Manager	01/2020	2080.00	>	Y	3	2	1		\$96,333	\$110,783	\$125,233	\$111,940	\$111,940	\$111,940	\$0
CRIPPLE CREEK	Finance Director	City Administrator	01/2020	2080.00	=	Y	1	1	1		\$79,462	\$93,484	\$107,507	\$108,715	\$108,715	\$108,715	\$0
DACONO	Finance Officer	City Administrator	01/2020	2080.00	=	Y	2	1	1		\$83,018	\$103,824	\$124,630	\$104,002	\$104,002	\$104,002	\$0
DELTA	FINANCE DIRECTOR	City Manager	01/2020	2080.00	=	Y	5	0	1		\$0	\$0	\$0	\$107,699	\$107,699	\$107,699	\$0
DELTA COUNTY	Director of Accounting		01/2020	2080.00	=	N	0	0	1		\$66,563	\$79,908	\$93,252	\$81,600	\$81,600	\$81,600	\$0
DENVER	Manager Department of Finance		03/2020	2080.00	=	Y	0	0	1		\$24,960	\$77,480	\$130,000	\$163,118	\$163,118	\$163,118	\$163,118
DILLON	Finance Director	Town Manager	01/2020	2080.00	=	Y	2	3	1		\$105,475	\$126,570	\$147,665	\$127,965	\$127,965	\$127,965	\$0
DURANGO	Finance Director	City Manager	01/2020	2080.00	=	Y	27	5	0		\$127,347	\$152,816	\$178,286	\$0	\$0	\$0	\$0
ENGLEWOOD	Director of Finance and Administrative Services	City Manager	01/2019	2080.00	=	Y	24	7	1		\$107,143	\$136,650	\$166,158	\$134,000	\$134,000	\$134,000	\$0
ERIE	Finance Director	Town Administrator	02/2020	2080.00	=	Y	7	7	1		\$124,375	\$149,494	\$174,613	\$158,355	\$158,355	\$158,355	\$0
ESTES PARK	Finance Director/Treasurer	Town Administrator	01/2020	2080.00	=	Y	9	5	1		\$103,345	\$126,598	\$149,850	\$126,244	\$126,244	\$126,244	\$0
FEDERAL HEIGHTS	FINANCE DIRECTOR	City Manager	01/2020	2080.00	>	Y	5	5	1		\$94,976	\$118,720	\$142,464	\$120,078	\$120,078	\$120,078	\$0
FIRESTONE	Finance Director	Town Manager	01/2020	2080.00	=	N	0	0	1		\$0	\$0	\$0	\$125,840	\$125,840	\$125,840	\$125,840
FLORENCE	FINANCE DIRECTOR	City Manager	01/2020	2080.00	=	N	0	0	3		\$66,323	\$69,398	\$72,473	\$74,876	\$74,876	\$74,876	\$74,876
FORT COLLINS	Director, Accounting		01/2020	2080.00	=	Y	0	0	1		\$99,915	\$133,220	\$166,526	\$133,054	\$133,054	\$133,054	\$127,937
FORT LUPTON	Finance Director	City Administrator	02/2020	2080.00	=	Y	4	4	1		\$85,000	\$106,250	\$127,500	\$112,944	\$112,944	\$112,944	\$0
FOUNTAIN	FINANCE DIRECTOR	City Manager	02/2020	2080.00	=	N	4	1	1		\$79,219	\$96,648	\$114,076	\$80,803	\$116,358	\$96,964	\$0
FREDERICK	Finance Director	Deputy Town Manager	01/2020	2080.00	=	Y	1	2	1		\$101,000	\$123,220	\$145,440	\$106,050	\$106,050	\$106,050	\$0

FRISCO	Finance Director	Town Manager	01/2020	2080.00	=	Y	4	4	1	\$97,680	\$126,984	\$156,288	\$131,375	\$131,375	\$131,375	\$0
FRUITA	Finance Director	City Manager	01/2020	2080.00	=	Y	5	2	1	\$97,275	\$105,858	\$114,441	\$103,560	\$103,560	\$103,560	\$0
GLENDALE	Finance Director	City Manager	02/2020	2080.00	=	Y	6	2	1	\$97,850	\$121,025	\$144,200	\$103,000	\$103,000	\$103,000	\$0
GLENWOOD SPRINGS	Finance Director	City Manager	01/2020	2080.00	=	Y	7	7	1	\$104,030	\$130,038	\$156,045	\$115,360	\$115,360	\$115,360	\$0
GOLDEN	Finance Director	City Manager	1/2020	2080.00	=	Y	16	4	1	\$132,200	\$165,300	\$198,400	\$167,000	\$167,000	\$167,000	\$0
GRANBY	FINANCE DIRECTOR	Manager	01/2020	2080.00	>	Y	2	2	1	\$70,017	\$89,737	\$109,457	\$104,771	\$104,771	\$104,771	\$0
GRAND JUNCTION	Financial Operations Director	City Manager	01/2020	2080.00	=	Y	12	3	1	\$0	\$0	\$0	\$139,584	\$139,584	\$139,584	\$0
GREENWOOD VILLAGE	Finance Director	City Manager	01/2020	2080.00	=	Y	0	3	1	\$118,196	\$146,034	\$173,873	\$1,463,432	\$146,432	\$146,432	\$0
GUNNISON	Finance Director	City Manager	01/2020	2080.00	=	Y	4	4	1	\$97,600	\$114,700	\$131,800	\$123,250	\$123,250	\$123,250	\$0
GUNNISON COUNTY	FINANCE DIRECTOR	COUNTY MANAGER	01/2020	2080.00	=	N	0	0	1	\$99,893	\$120,595	\$141,297	\$134,489	\$134,489	\$134,489	\$0
GYPSUM	Finance Officer	Town Mgr & Assistant Town Mgr	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$104,000	\$104,000	\$104,000	\$0
IDAHO SPRINGS	FINANCE OFFICER		01/2020	2080.00		N	0	0	1	\$71,018	\$86,252	\$101,487	\$71,018	\$71,018	\$71,018	\$0
LA JUNTA	Director of Finance		01/2020	2080.00		Y			1	\$62,989	\$69,777	\$76,565	\$65,196	\$65,196	\$65,196	\$0
LAFAYETTE	Finance Director	City Administrator	01/2020	2080.00	=	Y	10	4	1	\$125,000	\$156,250	\$187,500	\$151,216	\$151,216	\$151,216	\$151,216
LAKEWOOD	Director Of Finance		01/2020	2080.00	=	Y	32	5	0	\$109,886	\$151,809	\$193,731	\$0	\$0	\$0	\$0
LAMAR	City Treasurer	City Council/City Administrator	01/2020	2080.00	=	Y	2	2	1	\$66,513	\$81,064	\$95,614	\$68,428	\$68,428	\$68,428	\$83,957
LEADVILLE	FINANCE DIRECTOR		01/2020	2080.00		N	0	0	1	\$56,375	\$58,938	\$61,500	\$61,500	\$61,500	\$61,500	\$0
LONE TREE			01/2020	2080.00					1	\$98,800	\$126,000	\$153,200	\$124,000	\$0	\$0	\$0
LONGMONT	Chief Financial Officer	Assistant City Manager	01/2020	2080.00	=	Y	90	6	1	\$140,159	\$154,174	\$168,190	\$157,291	\$157,291	\$157,291	\$157,291
LOUISVILLE	Director of Finance	City Manager	02/2020	2080.00	=	Y	6	4	1	\$120,723	\$146,702	\$172,681	\$172,681	\$172,681	\$172,681	\$172,681
LOVELAND	Chief Financial Officer	City Manager	01/2020	2080.00	=	Y	0	6	0	\$127,200	\$165,300	\$203,400	\$176,425	\$176,425	\$176,425	\$0
LYONS	FINANCE DIRECTOR/TREASURER	TOWN ADMINISTRATOR	01/2020	2080.00	=	N	4	0	1	\$76,461	\$91,888	\$107,314	\$77,608	\$108,924	\$82,068	\$0
MANITOU SPRINGS	Finance Director	City Administrator	01/2020	2080.00	=	N	0	0	1	\$89,008	\$106,810	\$124,611	\$97,908	\$115,710	\$0	\$106,809
MONTE VISTA	FINANCE DIRECTOR	CITY MANAGER	01/2020	2080.00	>	Y	4	4	1	\$71,760	\$88,080	\$104,400	\$74,515	\$74,518	\$74,518	\$0
MONTROSE	Finance Director	City Manager	01/2020	2080.00	=	Y	7	3	1	\$103,678	\$124,002	\$144,325	\$103,192	\$130,350	\$117,014	\$0
MONUMENT	Finance Director	Board of Trustees	01/2019	2080.00	=	N	5	2	1	\$74,183	\$94,092	\$114,000	\$113,850	\$113,850	\$113,850	\$0
MOUNTAIN VILLAGE	CHIEF FINANCIAL OFFICER	TOWN MANAGER	01/2020	2080.00	=	N	0	0	1	\$98,596	\$115,996	\$133,395	\$133,395	\$133,395	\$133,395	\$0
NEW CASTLE	Finance Director/Treasurer	Council / Town Administrator	01/2020	1872.00	=	Y	1	1	1	\$0	\$0	\$0	\$89,922	\$89,922	\$89,922	\$0
NORTHGLENN	Finance Director	City Manager	01/2020	2080.00	=	N	11	3	1	\$116,000	\$145,000	\$174,000	\$140,670	\$140,670	\$140,670	\$0
OURAY	Finance & Administrative Director	City Administrator	01/2020	2080.00	=	Y	4	4	1	\$78,479	\$94,175	\$109,872	\$78,479	\$78,479	\$78,479	\$0
PALISADE	FINANCE DIRECTOR		01/2019	2080.00	=	N	0	0	1	\$57,906	\$64,230	\$70,553	\$57,906	\$70,553	\$67,153	\$0
PAONIA	FINANCE OFFICER	TOWN ADMIN/CLERK	01/2020	2080.00	=	N	0	0	1	\$55,661	\$64,356	\$73,050	\$62,400	\$62,400	\$62,400	\$0
PARACHUTE	Finance Director	Town Administrator	01/2019	2080.00	=	N	0	0	1	\$53,581	\$56,795	\$60,010	\$53,581	\$60,010	\$56,795	\$0
PARKER	Finance Director		01/2019	2080.00		N	0	0	1	\$106,600	\$141,200	\$175,800	\$125,000	\$125,000	\$125,000	\$0
PUEBLO	DIRECTOR/FINANCE	MAYOR	01/2020	2085.00	=	Y	21	6	1	\$107,455	\$119,392	\$131,330	\$123,000	\$123,000	\$12,300	\$0
RIFLE	Finance Director		01/2020	2080.00		Y			1	\$90,825	\$113,610	\$136,395	\$90,825	\$90,825	\$90,825	\$90,825
SALIDA	FINANCE DIRECTOR	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	4	3	1	\$78,614	\$98,268	\$117,921	\$98,268	\$98,268	\$98,268	\$98,268
SEVERANCE			03/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$75,000	\$75,000	\$75,000	\$0
SILVERTHORNE	Finance Director	Town Manager	01/2020	2080.00	=	Y	7	7	1	\$110,917	\$129,403	\$147,890	\$126,358	\$126,358	\$126,358	\$0
SNOWMASS VILLAGE	FINANCE DIRECTOR		07/2019	2080.00		N			0	\$95,677	\$114,814	\$133,952	\$133,952	\$133,952	\$133,952	\$0
STEAMBOAT SPRINGS	Director of Financial Services	City Manager	01/2019	2080.00	=	Y	11	3	1	\$105,176	\$128,840	\$152,505	\$135,327	\$135,327	\$0	\$0
STERLING	Finance Director	City Manager	01/2020	2080.00	=	Y	6	6	1	\$95,867	\$107,065	\$118,263	\$95,753	\$95,753	\$95,753	\$0
SUMMIT COUNTY	Finance Director	County Manager	07/2019	2080.00	=	Y	0	0	1	\$116,873	\$151,935	\$186,997	\$166,017	\$166,017	\$166,017	\$0
SUPERIOR	Finance Director	Town Manager	01/2020	2080.00	=	Y	6	5	1	\$97,755	\$132,468	\$167,180	\$162,570	\$162,570	\$162,570	\$0
TELLURIDE	Finance Director		03/2020	2080.00		Y	0	0	1	\$84,087	\$103,006	\$121,926	\$89,528	\$89,528	\$89,528	\$0
THORNTON	Finance Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$140,306	\$162,755	\$185,204	\$165,959	\$165,959	\$165,959	\$0
TRINIDAD	Finance Director	City Manager	01/2020	2080.00	=	Y	9	0	1	\$0	\$0	\$0	\$88,134	\$88,134	\$88,134	\$0
VAIL	Finance Director		01/2020	2080.00	=	Y	0	0	1	\$109,614	\$137,017	\$164,420	\$134,584	\$134,584	\$134,584	\$0
WALSENBURG	Finance Director		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$62,792	\$62,792	\$62,792	\$0
WELLINGTON	Finance Director	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$85,500	\$96,210	\$106,920	\$81,500	\$81,500	\$81,500	\$0
WESTMINSTER	Finance Director	City Manager	01/2020	2085.00	=	Y	34	8	1	\$153,376	\$172,548	\$191,720	\$191,720	\$191,720	\$191,720	\$191,720
WINDSOR	Director of Finance & Information Systems	Town Manager	02/2020	2080.00	=	Y	8	5	1	\$108,800	\$136,000	\$163,200	\$139,963	\$139,963	\$139,963	\$0
WINTER PARK	Finance & HR Director	Town Manager	01/2020	2080.00	=	N	1	1	1	\$108,800	\$135,950	\$163,100	\$108,800	\$108,800	\$108,800	\$0
WOODLAND PARK	FINANCE DIRECTOR / TREASURER	CITY MANAGER	01/2020	2080.00	=	Y	5	5	1	\$90,132	\$108,158	\$126,185	\$90,132	\$90,132	\$90,132	\$0

<b>Average</b>										<b>\$97,266</b>	<b>\$119,040</b>	<b>\$140,815</b>	<b>\$130,281</b>	<b>\$117,577</b>	<b>\$114,990</b>	<b>\$123,177</b>
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**Job # B078 - FIRE BATTALION CHIEF**

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Battalion Chief (8 & 24 hour)	Fire Commander	01/2020	2920.00	=	Y	0	6	11	\$122,655	\$129,029	\$135,403	\$126,036	\$126,036	\$135,402	\$0
CASTLE ROCK	FIRE BATTALION CHIEF		01/2020	2080.00	=	Y	0	0	3	\$100,547	\$120,671	\$140,795	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Fire Battalion Chief	Deputy Fire Chief	02/2020	2912.00	=	Y	34	9	14	\$126,936	\$126,936	\$126,936	\$126,936	\$126,936	\$126,936	\$0
DENVER	Assistant Chief		03/2020	2080.00	=	Y	0	0	31	\$137,024	\$137,024	\$137,024	\$117,897	\$141,477	\$123,221	\$117,897
FOUNTAIN	FIRE BATTALION CHIEF	Fire Chief	02/2020	2080.00	=	N	50	8	1	\$86,620	\$95,716	\$104,811	\$88,352	\$106,907	\$97,188	\$0
GLENWOOD SPRINGS	Battallion Chief		01/2020	2763.00	=	N	0	0	3	\$75,706	\$90,902	\$106,099	\$95,497	\$95,497	\$95,497	\$0

GRAND JUNCTION	Administrative Fire Officer	Operations Chief	01/2020	2912.00	=	Y	20	5	4	\$92,690	\$111,228	\$129,765	\$99,823	\$107,511	\$104,291	\$0
GREELEY	FIRE CAPTAIN	Division Chief	01/2020	2080.00	=	N	0	0	6	\$111,868	\$115,220	\$118,573	\$118,584	\$122,034	\$120,308	\$0
LAFAYETTE	Battalion Chief	Fire Chief	01/2020	2922.00	<	Y	5	0	3	\$105,000	\$131,250	\$157,500	\$115,477	\$125,967	\$122,471	\$0
LONGMONT	Assistant Fire Chief	Deputy Public Safety Chief	01/2020	2912.00	=	Y	28	0	3	\$117,083	\$128,766	\$140,450	\$131,392	\$131,392	\$131,392	\$131,392
PUEBLO	ASST FIRE CHIEF	DEPUTY FIRE CHIEF	01/2020	2920.00	>	N	132	30	2	\$86,027	\$96,943	\$107,859	\$107,859	\$107,859	\$107,859	\$0
THORNTON	Assistant Fire Chief-Operations	Deputy Fire Chief	01/2020	2920.00	=	Y	0	0	4	\$100,036	\$116,042	\$132,047	\$131,677	\$132,047	\$131,955	\$0
WESTMINSTER	Battalion Chief	Deputy Chief of Administration	01/2020	2912.00	=	Y	40	7	3	\$111,510	\$125,448	\$139,387	\$139,387	\$139,387	\$139,387	\$139,387
Average										\$105,669	\$117,321	\$128,973	\$116,576	\$121,921	\$119,659	\$129,559

#### Job # B079 - FIRE CAPTAIN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Fire Captain (24 hr)	Battalion Chief or Fire Commander	01/2020	2920.00	=	Y	0	4	14	\$85,188	\$91,942	\$98,696	\$97,192	\$104,703	\$101,683	\$0
BLACK HAWK	Fire Captain	FIRE CHIEF	01/2020	2756.00	=	N	0	0	3	\$102,652	\$118,050	\$133,447	\$0	\$0	\$0	\$0
BUENA VISTA	Assistant Fire Chief		01/2020	2080.00	=	N	0	0	0	\$45,284	\$53,976	\$62,668	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Fire Captain	Fire Battalion Chief	02/2020	2912.00	=	N	14	4	30	\$108,648	\$108,648	\$108,648	\$108,648	\$108,648	\$108,648	\$0
CRIPPLE CREEK	Fire Captain	Chief	01/2020	2756.00	<	N	3	3	3	\$53,783	\$63,274	\$72,765	\$62,389	\$65,235	\$64,287	\$0
DENVER	Captain		03/2020	2080.00	=	N	0	0	62	\$123,023	\$123,023	\$123,023	\$123,023	\$123,023	\$123,023	\$123,023
FEDERAL HEIGHTS	FIRE CAPTAIN	Fire Chief	01/2020	2920.00	<	N	4	4	3	\$68,096	\$82,894	\$97,693	\$82,490	\$92,506	\$86,344	\$0
FOUNTAIN	FIRE CAPTAIN	Fire Battalion Chief/ Fire Chief	02/2020	2080.00	=	N	20	0	5	\$72,201	\$83,016	\$93,832	\$73,645	\$95,709	\$83,955	\$0
GLENWOOD SPRINGS	Deputy Fire Chief		01/2020	2763.00	=	N	0	0	1	\$75,705	\$90,898	\$106,090	\$92,715	\$92,715	\$92,715	\$0
GRAND JUNCTION	Fire Unit Supervisor (Captain)	Battalion Chief	01/2020	2912.00	=	N	0	5	15	\$70,522	\$84,626	\$98,731	\$79,788	\$92,514	\$88,126	\$0
LA JUNTA	Fire Captain		01/2020	2080.00		N			1	\$44,751	\$49,583	\$54,416	\$46,844	\$46,844	\$46,844	\$0
LAMAR	Fire Captain	Fire Chief/Deputy Fire Chief	01/2020	2080.00	=	Y	4	4	1	\$40,834	\$49,766	\$58,698	\$46,661	\$46,661	\$46,661	\$51,542
LONGMONT	Fire Captain	Assistant Fire Chief	01/2020	2912.00	=	N	0	0	3	\$115,416	\$115,416	\$115,416	\$115,416	\$115,416	\$115,416	\$115,416
MANITOU SPRINGS	Fire Captain	City Administrator	01/2020	2756.00	=	N	0	0	1	\$73,991	\$88,790	\$103,588	\$81,390	\$96,189	\$0	\$88,790
PUEBLO	FIRE CAPTAIN	ASST FIRE CHIEF	01/2020	2920.00	=	N	2	2	32	\$71,173	\$82,326	\$93,478	\$93,478	\$93,478	\$93,178	\$0
SALIDA	FIRE CAPTAIN		02/2020	2904.00	=	N	0	0	3	\$43,723	\$54,654	\$65,584	\$63,134	\$66,023	\$64,691	\$0
STEAMBOAT SPRINGS	Fire Captain	Fire Chief	01/2019	2998.00	=	N	7	0	3	\$76,312	\$85,698	\$95,083	\$95,083	\$95,083	\$0	\$0
STERLING	Fire Captain			0.00	=	N	18	0	0	\$56,172	\$0	\$0	\$0	\$0	\$0	\$0
THORNTON	Fire Captain	Assistant Fire Chief	01/2020	2920.00	=	N	0	0	8	\$115,866	\$115,866	\$115,866	\$115,866	\$11,586	\$11,586	\$0
TRINIDAD	Fire Captain	Fire Chief	01/2020	2912.00	=	N	0	0	6	\$0	\$0	\$0	\$62,521	\$64,850	\$63,686	\$0
WESTMINSTER	Fire Captain	Battalion Chief	01/2020	2912.00	=	Y	5	5	6	\$114,972	\$114,972	\$114,972	\$114,972	\$114,972	\$114,972	\$114,972
Average										\$77,916	\$87,232	\$95,405	\$86,403	\$84,786	\$81,613	\$98,749

#### Job # M17 - FIRE CHIEF

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Fire Chief	City Manager	01/2020	2080.00	=	Y	0	0	1	\$64,529	\$80,672	\$96,815	\$68,798	\$68,798	\$68,798	\$68,798
AURORA	Fire Chief	City Manager	01/2020	2080.00	=	Y	362	7	1	\$105,341	\$132,482	\$159,622	\$156,199	\$156,199	\$156,199	\$0
BLACK HAWK	Fire Chief	City Manager	01/2020	2080.00	=	N	0	0	1	\$143,365	\$164,870	\$186,374	\$0	\$0	\$0	\$0
BUENA VISTA	FIRE CHIEF		02/2020	2080.00	=	Y	0	0	1	\$61,147	\$72,884	\$84,620	\$62,509	\$62,509	\$62,509	\$0
CASTLE ROCK	FIRE CHIEF	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
CENTRAL CITY	Fire Chief	City Manager	01/2020	2080.00	=	Y	15	0	1	\$85,205	\$101,296	\$117,387	\$88,613	\$122,082	\$75,830	\$0
COLORADO SPRINGS	Fire Chief	City Manager	02/2020	2080.00	=	Y	452	8	1	\$145,237	\$174,616	\$203,994	\$175,000	\$175,000	\$175,000	\$0
CRIPPLE CREEK	Fire Chief	City Administrator	01/2020	2080.00	=	Y	21	3	1	\$79,462	\$93,484	\$107,507	\$102,738	\$102,738	\$102,738	\$0
DENVER	Chief of Fire		03/2020	2080.00	=	Y	0	0	1	\$198,686	\$198,686	\$198,686	\$205,144	\$205,144	\$205,144	\$205,144
FEDERAL HEIGHTS	FIRE CHIEF	City Manager	01/2020	2080.00	=	Y	17	4	1	\$104,253	\$130,316	\$156,379	\$115,482	\$115,482	\$115,482	\$0
FOUNTAIN	FIRE CHIEF	Public Safety Director	02/2020	2080.00	=	N	70	6	1	\$116,080	\$128,268	\$140,456	\$118,402	\$143,265	\$130,242	\$0
GLENWOOD SPRINGS	Fire Chief	City Manager	01/2020	2080.00	=	Y	0	6	1	\$104,030	\$130,038	\$156,045	\$136,000	\$136,000	\$136,000	\$136,000
GOLDEN	Fire Chief	City Manager	1/2020	2080.00	=	Y	63	4	1	\$132,200	\$165,300	\$198,400	\$146,000	\$146,000	\$146,000	\$0
GRAND JUNCTION	Fire Chief	City Manager	01/2020	2080.00	=	Y	124	5	1	\$0	\$0	\$0	\$150,132	\$150,132	\$150,132	\$0
GREELEY	FIRE CHIEF	City Manager	01/2020	2080.00	=	Y	107	6	1	\$145,600	\$182,000	\$218,400	\$150,426	\$150,426	\$150,426	\$0
LA JUNTA	Fire Chief		01/2020	2080.00		Y			1	\$57,123	\$63,285	\$69,447	\$59,191	\$59,191	\$59,191	\$0
LAFAYETTE	Fire Chief	City Administrator	01/2020	2080.00	=	Y	65	65	1	\$125,000	\$156,250	\$187,500	\$149,468	\$149,468	\$149,468	\$0
LAMAR	Fire Chief	City Administrator	01/2020	2080.00	=	Y	38	9	1	\$66,513	\$81,064	\$95,614	\$67,165	\$67,165	\$67,165	\$67,165
LEADVILLE	FIRE CHIEF	MAYOR/COUNCIL	01/2020	2080.00	=	N	0	0	1	\$53,300	\$63,806	\$74,312	\$0	\$77,000	\$0	\$0
PALISADE	FIRE CHIEF	Town Administrator	01/2019	2080.00	=	Y	16	0	1	\$65,434	\$72,580	\$79,726	\$65,434	\$79,726	\$74,033	\$0
PUEBLO	FIRE CHIEF	MAYOR	01/2020	2085.00	=	Y	144	2	1	\$117,602	\$130,664	\$143,726	\$117,602	\$117,602	\$117,602	\$0
ROCKY FORD	FIRE CHIEF	CITY MANAGER	01/2020	2080.00	=	Y	5	5	1	\$37,370	\$50,076	\$62,782	\$42,016	\$42,016	\$42,016	\$0
SALIDA	FIRE CHIEF	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	0	0	1	\$76,000	\$95,000	\$114,000	\$98,329	\$98,329	\$98,329	\$0
STEAMBOAT SPRINGS	FIRE CHIEF	PUBLIC SAFETY DIRECTOR	01/2019	2080.00	=	Y	27	5	1	\$95,615	\$117,128	\$138,641	\$117,128	\$117,128	\$0	\$0

STERLING	Fire Chief	City Manager	01/2020	2080.00	=	Y	29	3	1	\$86,102	\$102,182	\$118,263	\$83,594	\$83,594	\$83,594	\$0
THORNTON	Fire Chief	City Manager	01/2020	2080.00	=	Y	139	4	1	\$145,133	\$168,354	\$191,575	\$191,575	\$191,575	\$191,575	\$0
TRINIDAD	Fire Chief	City Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$76,705	\$76,705	\$76,705	\$0
VAIL	Fire Chief		01/2020	2080.00	=	Y	0	0	1	\$109,614	\$137,017	\$164,420	\$136,282	\$136,282	\$136,282	\$0
WESTMINSTER	Fire Chief	City Manager	01/2020	2085.00	=	Y	137	5	1	\$153,376	\$172,548	\$191,720	\$191,720	\$191,720	\$191,720	\$191,720

<b>Average</b>										<b>\$103,935</b>	<b>\$123,127</b>	<b>\$142,320</b>	<b>\$118,140</b>	<b>\$119,307</b>	<b>\$118,487</b>	<b>\$133,765</b>
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#### Job # B080 - FIRE DIVISION CHIEF

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Deputy Fire Chief	Fire Chief	01/2020	2080.00	=	Y	12	12	4	\$79,507	\$105,346	\$131,186	\$138,053	\$138,053	\$138,053	\$0
CASTLE ROCK	FIRE OPS DIVISION CHIEF	Fire Chief	01/2020	2080.00	=	Y	0	0	1	\$100,547	\$102,671	\$104,795	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Deputy Fire Chief	Fire Chief	02/2020	2080.00	=	Y	400	7	2	\$122,448	\$147,216	\$171,985	\$148,171	\$148,171	\$148,171	\$0
DENVER	Division Chief		03/2020	2080.00	=	Y	0	0	9	\$165,602	\$165,602	\$165,602	\$170,984	\$186,947	\$176,305	\$170,984
GRAND JUNCTION	Deputy Fire Chief	Fire Chief	01/2020	2080.00	=	Y	105	4	2	\$107,597	\$129,116	\$150,636	\$115,876	\$115,876	\$115,876	\$0
GREELEY	DIVISION CHIEF	Fire Chief	01/2020	2080.00	=	Y	0	0	2	\$129,137	\$136,240	\$143,343	\$129,137	\$136,240	\$132,689	\$0
LAFAYETTE	EMS Chief	Fire Chief	01/2020	2080.00	=	Y	0	0	0	\$105,000	\$131,250	\$157,500	\$0	\$0	\$0	\$0
LAMAR	Deputy Fire Chief	Fire Chief	01/2020	2080.00	=	Y	37	6	1	\$52,115	\$63,516	\$74,916	\$52,618	\$52,618	\$52,618	\$52,618
LONGMONT	Deputy Public Safety Chief	Public Safety Chief	01/2020	2080.00	=	Y	0	0	3	\$119,880	\$142,646	\$165,411	\$154,685	\$154,685	\$154,685	\$154,685
PUEBLO	DEPUTY FIRE CHIEF	FIRE CHIEF	01/2020	2085.00	=	Y	137	3	1	\$96,357	\$108,358	\$120,358	\$114,224	\$114,224	\$114,224	\$0
THORNTON	Deputy Fire Chief-Operations	Fire Chief	01/2020	2080.00	=	Y	122	5	1	\$114,531	\$132,856	\$151,181	\$148,112	\$148,112	\$148,112	\$0
WESTMINSTER	Deputy Fire Chief	Fire Chief	01/2020	2085.00	=	Y	68	0	2	\$123,461	\$138,894	\$154,327	\$143,486	\$152,095	\$147,791	\$147,791
Average										\$109,682	\$125,309	\$140,937	\$131,535	\$134,702	\$132,852	\$131,519

#### Job # B081 - FIRE ENGINEER

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Fire Engineer (24 hour)	Fire Lieutenant/Captain	01/2020	2920.00	=	N	0	0	50	\$70,406	\$75,976	\$81,547	\$77,949	\$86,511	\$84,991	\$0
BLACK HAWK	Fire Engineer	Fire Captain	01/2020	2756.00	=	N	0	0	6	\$65,932	\$75,822	\$85,712	\$0	\$0	\$0	\$0
CASTLE ROCK	FIREFIGHTER ENGINEER		01/2020	2920.00	=	N	0	0	14	\$72,155	\$86,594	\$101,034	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Fire Driver Engineer	Fire Captain	02/2020	2912.00	=	N	0	0	91	\$0	\$0	\$0	\$89,172	\$89,172	\$89,172	\$0
CRIPPLE CREEK	Fire Engineer	Fire Captain	01/2020	2756.00	=	N	0	2	3	\$44,247	\$52,056	\$59,864	\$50,113	\$53,175	\$51,235	\$0
DENVER	Engineer		03/2020	2080.00	=	N	0	0	141	\$84,225	\$84,225	\$84,225	\$84,225	\$84,225	\$84,225	\$84,225
FEDERAL HEIGHTS	FIRE ENGINEER	Fire Captain	01/2020	2920.00	=	N	0	0	3	\$64,010	\$77,898	\$91,785	\$67,160	\$86,169	\$75,258	\$0
FOUNTAIN	FIRE INSPECTOR/LIFE SAFETY OFFICER	Fire Battalion Chief	02/2020	2080.00	=	N	0	0	1	\$47,212	\$56,474	\$65,737	\$48,156	\$67,052	\$56,824	\$67,052
GLENWOOD SPRINGS	FFII/Engineer	Fire Lieutenant	01/2020	2763.00	=	N	0	0	5	\$57,470	\$69,008	\$80,546	\$63,549	\$78,562	\$58,142	\$0
GRAND JUNCTION	Fire Engineer	Fire Captain	01/2020	2912.00	=	N	0	0	15	\$60,770	\$72,924	\$85,078	\$72,246	\$77,779	\$75,042	\$0
GREELEY	FIRE ENGINEER		01/2020	2080.00	=	N	0	0	21	\$86,333	\$92,547	\$98,761	\$86,347	\$98,757	\$91,246	\$0
LA JUNTA	Firefighter/Engineer		01/2020	2080.00	=	N	0	0	5	\$28,361	\$33,613	\$38,865	\$29,766	\$35,224	\$31,966	\$0
LAFAYETTE	Fire Engineer		01/2020	2922.00	=	N	0	0	3	\$89,329	\$89,329	\$89,329	\$89,325	\$89,325	\$89,325	\$0
LAMAR	Fire Engineer/EMT-I	Fire Chief/Deputy Fire Chief/Fire Captain	01/2020	2548.00	=	N	0	0	6	\$31,994	\$38,993	\$45,992	\$31,834	\$41,623	\$37,367	\$39,793
LONGMONT	Firefighter/Engineer	Fire Lieutenant	01/2020	2912.00	=	N	0	0	17	\$93,360	\$93,360	\$93,360	\$93,360	\$93,360	\$93,360	\$93,360
MANITOU SPRINGS	Fire Engineer	Fire Captain	01/2020	2756.00	=	N	0	0	1	\$54,236	\$65,083	\$75,930	\$59,660	\$70,507	\$0	\$65,083
PUEBLO	FIRE ENGINEER	FIRE CAPTAIN	01/2020	2920.00	=	N	0	0	35	\$61,992	\$69,466	\$76,940	\$61,992	\$76,941	\$74,909	\$0
STEAMBOAT SPRINGS	FIRE ENGINEER	FIRE CAPTAIN	01/2019	2998.00	=	N	0	0	3	\$56,688	\$68,026	\$79,364	\$56,688	\$79,364	\$0	\$0
STERLING	Firefighter	Fire Captain	01/2020	2763.00	=	N	0	0	15	\$44,938	\$55,664	\$66,390	\$41,050	\$46,426	\$43,953	\$0
THORNTON	Firefighter/Engineer	Fire Lieutenant	01/2020	2920.00	=	N	0	0	18	\$92,914	\$92,914	\$92,914	\$92,914	\$92,914	\$92,914	\$0
TRINIDAD	Fire Engineer	Fire Chief	01/2020	2912.00	=	N	0	0	6	\$0	\$0	\$0	\$51,979	\$53,697	\$52,838	\$0
VAIL	Fire Engineer		01/2020	2764.00	=	N	0	0	7	\$66,881	\$75,556	\$84,231	\$65,893	\$80,625	\$70,067	\$0
WESTMINSTER	Fire Engineer	Lieutenant/Captain	01/2020	2912.00	=	N	0	0	21	\$91,770	\$91,770	\$91,770	\$91,770	\$91,770	\$91,770	\$91,770
Average										\$65,011	\$72,252	\$79,494	\$66,912	\$74,913	\$70,769	\$73,547

#### Job # B082 - FIRE LIEUTENANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Fire Lieutenant	Fire Commander - Fire Battalion Chief - Fire Captain	01/2020	2920.00	=	N	0	0	53	\$77,447	\$85,382	\$93,316	\$88,361	\$98,993	\$93,745	\$0
BLACK HAWK	Fire Lieutenant	Fire Captain	01/2020	2756.00	=	N	0	0	3	\$97,763	\$112,428	\$127,093	\$0	\$0	\$0	\$0
CASTLE ROCK	FIRE LIEUTENANT		01/2020	2920.00	=	Y	0	0	15	\$81,703	\$98,012	\$114,320	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Fire Lieutenant	Fire Captain	02/2020	2912.00	=	N	4	4	78	\$0	\$0	\$0	\$101,172	\$101,172	\$101,172	\$0
DENVER	Lieutenant		03/2020	2080.00	=	N	0	0	146	\$107,444	\$107,444	\$107,444	\$107,444	\$107,444	\$107,444	\$107,444
FOUNTAIN	FIRE LIEUTENANT	Fire Captain	02/2020	2080.00	=	N	20	0	4	\$65,488	\$75,298	\$85,108	\$66,798	\$86,810	\$76,149	\$0

GLENWOOD SPRINGS	Fire Lieutenant	Fire Chief	01/2020	2763.00	>	N	2	2	3	\$64,375	\$77,250	\$90,125	\$73,095	\$81,538	\$0	\$0
GOLDEN	Fire Dept Shift Officer	Fire Training Officer	1/2020	2080.00	=	Y	0	0	3	\$70,800	\$90,600	\$110,400	\$73,926	\$73,926	\$73,926	\$0
GREELEY	FIRE LIEUTENANT	Fire Captain	01/2020	2080.00	=	N	0	3	27	\$95,157	\$103,436	\$111,714	\$95,165	\$111,717	\$103,277	\$0
LA JUNTA	FIRE LIEUTENANT		01/2020	2080.00		N			0	\$40,591	\$44,968	\$49,346	\$0	\$0	\$0	\$0
LAFAYETTE	Fire Lieutenant	Fire Lieutenant	01/2020	2922.00	=	N	0	0	3	\$94,614	\$94,614	\$94,614	\$94,614	\$94,614	\$94,614	\$0
LONGMONT	Fire Lieutenant	Assistant Fire Chief	01/2020	2912.00	=	N	2	2	20	\$102,912	\$102,912	\$102,912	\$102,912	\$102,912	\$102,912	\$102,912
MANITOU SPRINGS	LIEUTENANT	FIRE CAPTAIN	01/2020	2756.00	=	N	0	0	2	\$65,739	\$78,887	\$92,035	\$72,313	\$85,461	\$0	\$78,887
STERLING	Fire Captain	Fire Chief	01/2020	2763.00	=	N	6	6	3	\$53,733	\$65,662	\$77,592	\$54,592	\$58,266	\$56,999	\$0
THORNTON	Fire Lieutenant	Assistant Fire Chief	01/2020	2920.00	=	N	0	0	14	\$102,580	\$102,580	\$102,580	\$102,580	\$102,580	\$102,580	\$0
VAIL	Fire Lieutenant		01/2020	2920.00	=	N	0	0	9	\$81,801	\$91,774	\$101,747	\$80,592	\$94,754	\$87,775	\$0
WESTMINSTER	Fire Lieutenant	Captain or Battalion Chief	01/2020	2912.00	=	N	5	5	24	\$100,016	\$100,016	\$100,016	\$100,016	\$100,016	\$100,016	\$100,016

<b>Average</b>										<b>\$81,385</b>	<b>\$89,454</b>	<b>\$97,523</b>	<b>\$86,684</b>	<b>\$92,872</b>	<b>\$91,717</b>	<b>\$97,315</b>
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#### Job # B083 - FIREFIGHTER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Firefighter I-III (24 hour)	Fire Lieutenant - Fire Captain	01/2020	2920.00	=	N	0	0	73	\$43,689	\$58,910	\$74,130	\$53,196	\$78,641	\$67,807	\$0
BLACK HAWK	Firefighter	Fire Lieutenant	01/2020	2756.00	=	N	0	0	6	\$59,803	\$68,773	\$77,743	\$0	\$0	\$0	\$0
BUENA VISTA	Firefighter		01/2020	2080.00	=	N	0	0	2	\$32,894	\$39,208	\$45,522	\$36,774	\$36,774	\$36,774	\$36,774
CASTLE ROCK	FIREFIGHTER/EMT		01/2020	2920.00	=	N	0	0	24	\$62,314	\$73,235	\$84,156	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Firefighter (4th - 1st)	Fire Lieutenant	02/2020	2912.00	=	N	0	0	6	\$84,516	\$84,516	\$84,516	\$84,516	\$84,516	\$84,516	\$0
CRIPPLE CREEK	Firefighter	Captain	01/2020	2756.00	=	N	0	0	6	\$38,223	\$44,968	\$51,713	\$43,317	\$46,378	\$45,057	\$0
DENVER	Firefighter 3rd Grade		03/2020	2080.00	=	N	0	0	47	\$63,496	\$63,496	\$63,496	\$54,633	\$54,633	\$54,633	\$54,633
FEDERAL HEIGHTS	FIREFIGHTER/EMT	Fire Captain	01/2020	2920.00	=	N	0	0	5	\$57,152	\$67,373	\$77,594	\$57,466	\$75,258	\$59,107	\$56,096
FOUNTAIN	FIRE FIGHTER EMS	Fire Captain	02/2020	2080.00	=	N	0	0	9	\$41,249	\$51,574	\$61,900	\$42,074	\$63,138	\$51,541	\$0
GLENWOOD SPRINGS	FF 1/EMT		01/2020	2763.00	=	N	0	0	1	\$48,103	\$57,677	\$67,251	\$47,369	\$47,369	\$47,369	\$0
GRAND JUNCTION	Firefighter	Fire Unit Supervisor (Captain)	01/2020	2912.00	=	N	0	0	39	\$55,016	\$66,020	\$77,023	\$55,036	\$72,188	\$61,726	\$0
GREELEY	FIRE FIGHTER	Fire Lieutenant	01/2020	2080.00	=	N	0	0	20	\$68,249	\$83,505	\$98,761	\$68,242	\$98,757	\$79,361	\$0
LAFAYETTE	Fire Fighter / EMT	Lieutenant	01/2020	2922.00	=	N	0	0	8	\$57,255	\$68,772	\$80,288	\$57,242	\$80,296	\$64,926	\$0
LONGMONT	Firefighter	Fire Lieutenant	01/2020	2912.00	=	N	0	0	29	\$59,112	\$71,778	\$84,444	\$59,112	\$84,444	\$74,836	\$84,444
PUEBLO	FIREFIGHTER	FIRE CAPTAIN	01/2020	2920.00	=	N	0	0	39	\$53,584	\$62,745	\$71,906	\$58,017	\$71,906	\$60,566	\$0
ROCKY FORD	FIREFIGHTER/EMT	Fire Chief	01/2020	2080.00	=	N	0	0	5	\$27,227	\$31,054	\$34,882	\$28,642	\$33,945	\$31,803	\$0
SALIDA	FIRE FIGHTER II/EMT ADVANCED	FIRE CHIEF	02/2020	2904.00	=	N	0	0	4	\$29,495	\$36,868	\$44,242	\$53,533	\$57,731	\$55,326	\$0
STEAMBOAT SPRINGS	Firefighter/EMT-B (not sure what the difference is)	Fire Captain	01/2019	2998.00	=	N	0	0	9	\$48,524	\$58,229	\$67,934	\$48,524	\$67,934	\$0	\$0
THORNTON	Firefighter IV - I	Fire Lieutenant/Fire Captain	01/2020	2920.00	=	N	0	0	41	\$58,371	\$71,248	\$84,125	\$58,371	\$84,125	\$73,764	\$0
TRINIDAD	FIRE FIGHTER II/EMT ADVANCED		01/2020	0.00	=	N	0	0	4	\$0	\$0	\$0	\$45,844	\$47,479	\$46,700	\$0
VAIL	Firefighter		01/2020	2920.00	=	N	0	0	9	\$59,928	\$61,380	\$62,833	\$0	\$0	\$59,802	\$0
WESTMINSTER	Firefighter I/II	Fire Lieutenant/Capt	01/2020	2912.00	=	N	0	0	40	\$55,651	\$69,526	\$83,400	\$55,651	\$83,400	\$72,064	\$68,450
<b>Average</b>										<b>\$52,564</b>	<b>\$61,469</b>	<b>\$70,374</b>	<b>\$53,029</b>	<b>\$66,785</b>	<b>\$59,351</b>	<b>\$60,079</b>

#### Job # B084 - FIREFIGHTER/PARAMEDIC

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
CASTLE ROCK	FIREFIGHTER/PARAMEDIC	Fire Lieutenant	01/2020	2920.00	=	N	0	0	20	\$72,155	\$86,594	\$101,034	\$0	\$0	\$0	\$0
FOUNTAIN	FIRE FIGHTER/PARAMEDIC	Fire Captain	02/2020	2080.00	=	N	0	0	8	\$54,653	\$65,376	\$76,099	\$55,746	\$77,621	\$65,781	\$0
GLENWOOD SPRINGS	FFII/EMTP	Fire Captain	01/2017	2763.00	=	N	0	0	7	\$54,511	\$67,528	\$80,546	\$58,536	\$78,562	\$59,441	\$0
GRAND JUNCTION	Firefighter/Paramedic	Fire Captain	01/2020	2912.00	=	N	0	0	20	\$60,770	\$72,924	\$85,078	\$67,092	\$77,779	\$73,750	\$0
LAFAYETTE	FireFighter / Paramedic	Battalion Chief	01/2020	2922.00	=	N	0	0	10	\$66,155	\$77,692	\$89,230	\$66,154	\$89,238	\$68,994	\$0
LONGMONT	Firefighter/Paramedic	Fire Lieutenant	01/2020	2912.00	=	N	0	0	11	\$75,996	\$84,678	\$93,360	\$93,360	\$93,360	\$93,360	\$93,360
MANITOU SPRINGS	PARAMEDIC	FIRE CAPTAIN	01/2020	2756.00	=	N	0	0	2	\$60,983	\$73,180	\$85,377	\$67,082	\$79,278	\$0	\$73,180
PALISADE	EMS Chief	Fire Chief	01/2019	2080.00	=	Y	16	0	1	\$54,575	\$60,535	\$66,495	\$54,575	\$66,495	\$57,339	\$0
PUEBLO	EMERG MED OFF	FIRE CAPTAIN	01/2020	2920.00	=	N	0	0	31	\$63,133	\$71,115	\$79,097	\$63,133	\$79,087	\$74,906	\$0
STEAMBOAT SPRINGS	Firefighter Paramedic	Fire Captain	01/2019	2998.00	=	N	0	0	6	\$56,688	\$68,026	\$79,364	\$56,688	\$79,364	\$0	\$0
THORNTON	Firefighter/Paramedic	Fire Lieutenant/Fire Captain	01/2020	2920.00	=	N	0	0	38	\$93,586	\$93,586	\$93,586	\$93,586	\$93,586	\$93,586	\$0
WESTMINSTER	Fire Paramedic	Fire Lieutenant or Captain	01/2020	2912.00	=	N	0	0	31	\$91,770	\$91,770	\$91,770	\$91,770	\$91,770	\$91,770	\$91,770
YUMA	Ambulance Service Supervisor	City Manager	01/2020	2080.00	=	N	25	5	1	\$58,500	\$63,250	\$68,000	\$50,251	\$50,251	\$50,251	\$0
<b>Average</b>										<b>\$66,421</b>	<b>\$75,097</b>	<b>\$83,772</b>	<b>\$68,164</b>	<b>\$79,699</b>	<b>\$72,918</b>	<b>\$86,103</b>

#### Job # P08 - FITNESS INSTRUCTOR (CERTIFIED)

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Fitness Instructor	Recreation Coordinator	01/2020	2080.00	=	N	0	0	0	\$36,816	\$47,736	\$58,656	\$0	\$0	\$0	\$0

COMMERCE CITY	Specialty Fitness Instructor I - III		01/2020	2080.00	=	N	0	0	7	\$0	\$0	\$0	\$43,805	\$59,467	\$49,453	\$0
DELTA	Fitness Coordinator	Recreation Division Director	01/2020	2080.00	=	N	9	0	1	\$46,132	\$53,510	\$60,888	\$50,840	\$50,840	\$50,840	\$0
DENVER	Fitness Instructor Certified		03/2020	2080.00	=	N	0	0	223	\$42,120	\$49,910	\$57,699	\$42,120	\$49,400	\$44,036	\$43,680

<b>Average</b>										<b>\$41,689</b>	<b>\$50,385</b>	<b>\$59,081</b>	<b>\$45,588</b>	<b>\$53,236</b>	<b>\$48,110</b>	<b>\$43,680</b>
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**Job # P09 - FITNESS INSTRUCTOR (NON-CERTIFIED)**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COMMERCE CITY	Fitness Instructor		01/2020	2080.00	=	N	0	0	18	\$0	\$0	\$0	\$35,194	\$48,630	\$42,264	\$0
DENVER	Fitness Instructor Non-Certified		03/2020	2080.00	=	N	0	0	0	\$29,682	\$35,173	\$40,664	\$0	\$0	\$0	\$0
<b>Average</b>										<b>\$29,682</b>	<b>\$35,173</b>	<b>\$40,664</b>	<b>\$35,194</b>	<b>\$48,630</b>	<b>\$42,264</b>	<b>?</b>

**Job # B129 - FLEET MAINTENANCE SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Fleet Maintenance Supervisor	Fleet Operations Supervisor	01/2020	2080.00	=	N	16	16	2	\$49,426	\$62,338	\$75,251	\$72,113	\$72,113	\$72,113	\$0
AVON	FLEET MECHANIC FOREMAN		01/2020	2080.00		N			2	\$60,468	\$73,870	\$87,273	\$87,273	\$87,273	\$87,273	\$0
BRECKENRIDGE	Fleet Supervisor	Fleet Manager	01/01/20	2080.00	=	Y	0	0	1	\$50,500	\$56,200	\$61,900	\$68,744	\$68,744	\$68,744	\$0
BRIGHTON	Fleet Maintenance Manager	Director of Streets/Fleet	03/2020	2080.00	=	N	0	0	1	\$61,626	\$73,027	\$84,428	\$84,428	\$84,428	\$84,428	\$0
BROOMFIELD	Fleet Maintenance Foreman	Superintendent Fleet	01/2020	2080.00	=	N	2	2	1	\$62,296	\$73,060	\$83,824	\$66,872	\$66,872	\$66,872	\$0
CORTEZ	Equipment Maintenance Supervisor	Director of General Services	01/2020	2080.00	=	N	2	0	1	\$49,608	\$62,005	\$74,402	\$63,731	\$63,731	\$63,731	\$0
CRESTED BUTTE	Fleet Supervisor	Public Works Director	01/2020	2080.00	=	N	1	1	1	\$70,117	\$81,287	\$92,457	\$77,126	\$77,126	\$77,126	\$0
DENVER	Fleet Technician Supervisor		03/2020	2080.00	=	Y	0	0	15	\$61,447	\$79,881	\$98,315	\$70,419	\$90,243	\$78,205	\$76,010
ENGLEWOOD	Fleet Administrator	Fleet Manager	01/2019	2080.00	=	Y	0	0	1	\$57,896	\$70,869	\$83,842	\$64,967	\$64,967	\$64,967	\$0
ESTES PARK	Fleet Supervisor	Public Works Operations Manager	01/2020	2080.00	=	N	2	2	1	\$63,999	\$75,198	\$86,398	\$77,016	\$77,016	\$77,016	\$0
FOUNTAIN	FLEET MECHANIC FOREMAN	Electric Superintendent	02/2020	2080.00	=	N	6	0	1	\$59,115	\$72,120	\$85,125	\$60,297	\$86,828	\$72,357	\$72,357
FRISCO	Fleet Foreman	Public Works Director	01/2020	2080.00	=	N	1	1	1	\$58,534	\$70,259	\$81,984	\$65,377	\$65,377	\$65,377	\$0
FRUITA	Fleet Maintenance Supervisor	Public Works Superintendent	01/2020	2080.00	=	N	2	2	1	\$59,123	\$64,340	\$69,556	\$58,421	\$58,421	\$58,421	\$0
GLENWOOD SPRINGS	Fleet Maintenance Superintendent		01/2020	2080.00	=	N	0	0	1	\$56,856	\$68,238	\$79,619	\$79,619	\$79,619	\$79,619	\$0
GUNNISON COUNTY	SHOP FOREMAN	DEPUTY COUNTY MANAGER/PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$59,127	\$71,381	\$83,635	\$83,635	\$83,635	\$83,635	\$0
LA JUNTA	Shop Foreman		01/2020	2080.00	=	N	0	0	0	\$42,637	\$47,231	\$51,824	\$0	\$0	\$0	\$0
LAFAYETTE	Crew Supervisor Fleet	Streets / Utilities Superintendent	01/2020	2080.00	=	N	0	0	1	\$64,319	\$80,399	\$96,479	\$82,555	\$82,555	\$82,555	\$0
NORTHGLENN	Fleet Services Supervisor	PW Superintendent	01/2020	2080.00	=	N	2	2	1	\$61,300	\$75,125	\$88,950	\$65,374	\$65,374	\$65,374	\$0
PUEBLO	SHOPS SUPERVISOR	FLEET SUPERINTENDENT	01/2020	2085.00	=	Y	9	9	1	\$63,639	\$70,684	\$77,730	\$65,777	\$65,777	\$65,777	\$0
VAIL	Fleet Supervisor		01/2020	2080.00		N			1	\$67,390	\$84,237	\$101,084	\$73,500	\$73,500	\$73,500	\$0
WESTMINSTER	Foreman / Fleet	Fleet Manager	01/2020	2085.00	=	N	3	3	1	\$67,348	\$76,778	\$86,209	\$78,101	\$78,101	\$78,101	\$78,101
<b>Average</b>										<b>\$59,370</b>	<b>\$70,882</b>	<b>\$82,395</b>	<b>\$72,267</b>	<b>\$74,585</b>	<b>\$73,260</b>	<b>\$75,489</b>

**Job # M18 - FLEET MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	FLEET MANAGER		01/2020	2080.00					1	\$51,240	\$62,771	\$74,302	\$58,656	\$58,656	\$58,656	\$58,656
ARVADA	Fleet Manager	Director of Utilities	01/2020	2080.00	=	Y	13	3	1	\$90,155	\$106,714	\$123,274	\$112,501	\$112,507	\$112,501	\$0
AURORA	Manager of Fleet Services	Director of Internal Services	01/2020	2080.00	=	Y	41	3	1	\$63,382	\$83,982	\$104,581	\$97,449	\$97,449	\$97,449	\$0
AVON	FLEET DIRECTOR	Town Manager	01/2020	2080.00	<	Y	7	1	1	\$89,226	\$111,306	\$133,385	\$102,474	\$102,474	\$102,474	\$0
BLACK HAWK	Fleet Superintendent	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$93,891	\$107,974	\$122,058	\$0	\$0	\$0	\$0
BRECKENRIDGE	Fleet Manager	Assistant Director of Public Works	01/01/20	2080.00	=	N	0	0	1	\$66,400	\$83,000	\$99,600	\$82,452	\$82,452	\$82,452	\$0
BROOMFIELD	Superintendent Fleet Maint	Director of Public Works	01/2020	2080.00	=	Y	8	8	1	\$86,320	\$103,844	\$121,368	\$89,107	\$89,107	\$89,107	\$0
CARBONDALE	FLEET MANAGER	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$51,155	\$62,727	\$74,299	\$64,081	\$64,081	\$64,081	\$62,727
CASTLE ROCK	FLEET SERVICES SUPERINTENDENT		01/2020	2080.00	=	N	0	0	1	\$79,789	\$95,753	\$111,717	\$0	\$0	\$0	\$0
CORTEZ	Director of General Services	City Manager	01/2020	2080.00	=	Y	7	0	1	\$68,494	\$85,602	\$102,710	\$91,499	\$91,499	\$91,499	\$0
ENGLEWOOD	Fleet Manager	Director of Public Works	01/2019	2080.00	=	Y	0	0	1	\$78,144	\$97,680	\$117,216	\$97,502	\$97,502	\$9,702	\$0
EVANS	Fleet Foreman	Operations Superintendent	01/2020	2080.00	=	N	1	1	1	\$54,281	\$66,435	\$78,589	\$66,286	\$66,286	\$66,286	\$66,286
FEDERAL HEIGHTS	FLEET SUPERVISOR	Fire	01/2020	2080.00	<	N	1	1	1	\$59,703	\$66,218	\$72,734	\$70,075	\$70,075	\$70,075	\$0
FIRESTONE	Fleet Manager	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$66,986	\$87,082	\$73,819	\$73,819
FREDERICK	Fleet Supervisor	Public Works Director	01/2020	2080.00	=	N	0	1	1	\$57,407	\$66,664	\$75,921	\$60,277	\$60,277	\$60,277	\$0
GOLDEN	Fleet Manager	Deputy Director of Public Works	1/2020	2080.00	=	Y	3	3	1	\$81,800	\$102,300	\$122,800	\$113,600	\$113,600	\$113,600	\$0
GRAND JUNCTION	Automotive and Equipment Supervisor	Internal Services Manager	01/2020	2080.00	>	Y	10	13	1	\$63,088	\$75,706	\$88,323	\$78,790	\$78,790	\$78,790	\$0
GREELEY	FLEET MANAGER	Public Works Director	01/2020	2080.00	=	Y	0	0	1	\$83,546	\$102,343	\$121,141	\$102,336	\$102,336	\$102,336	\$0
GREENWOOD VILLAGE	Fleet/Building Services Manager	Public Works Director	01/2020	2080.00	=	Y	5	6	1	\$83,868	\$103,218	\$122,569	\$119,662	\$119,662	\$119,662	\$0

GUNNISON	Fleet Manager	Public Works Director	01/2020	2080.00	=	N	3	3	1	\$63,700	\$74,900	\$86,100	\$86,100	\$86,100	\$86,100	\$0
GUNNISON COUNTY	FLEET MANAGER	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$66,435	\$80,204	\$93,973	\$94,029	\$94,029	\$94,029	\$0
GYPSUM	Fleet Manager	Public Works Director & Assistant Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$70,782	\$70,782	\$70,782	\$0
LAKEWOOD	Fleet Manager		01/2020	2080.00	=	Y	8	1	1	\$82,285	\$102,825	\$123,365	\$111,176	\$111,176	\$111,176	\$0
LAMAR	Equipment Maintenance Supervisor	Public Works Dir./Assistant Public Works	01/2020	2080.00	=	N	2	2	1	\$38,890	\$47,396	\$55,903	\$48,161	\$48,161	\$48,161	\$49,088
LONGMONT	Fleet Manager	Director of Finance & Support Services	01/2020	2080.00	=	Y	13	3	1	\$92,821	\$102,103	\$111,385	\$106,247	\$106,247	\$106,247	\$106,247
LOVELAND	Fleet Services Manager	Director of Public Works	01/2020	2080.00	=	Y	0	3	1	\$72,800	\$92,800	\$112,800	\$97,260	\$97,260	\$97,260	\$0
MONTROSE	Fleet Division Superintendent	Public Works Director	01/2020	2080.00	=	Y	3	3	1	\$64,338	\$78,586	\$92,834	\$63,000	\$81,647	\$72,993	\$0
MOUNTAIN VILLAGE	Manager Gondola Maintenance, Mgr Veh, Equip Maint.	Director Transit, Parking & Recreation	01/2020	2080.00	=	N	0	0	2	\$61,674	\$72,468	\$83,263	\$83,263	\$83,263	\$83,263	\$0
PUEBLO	FLEET SUPERINTENDENT	MAYOR	01/2020	2085.00	=	Y	10	4	1	\$79,242	\$88,140	\$97,038	\$93,940	\$93,940	\$93,940	\$0
SILVERTHORNE	Fleet Manager	Public Works Director	01/2020	2080.00	<	N	1	1	1	\$70,227	\$81,932	\$93,636	\$82,406	\$82,406	\$82,406	\$0
SNOWMASS VILLAGE	FLEET MANAGER		07/2019	2080.00		N			0	\$73,573	\$88,286	\$103,000	\$98,883	\$98,883	\$98,883	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$71,837	\$88,000	\$104,163	\$88,327	\$88,327	\$0	\$0
VAIL	Fleet Manager		01/2020	2080.00	=	N	0	0	1	\$80,394	\$100,493	\$120,592	\$92,500	\$92,500	\$92,500	\$0
WESTMINSTER	Fleet Manager	General Services Director	01/2020	2085.00	=	Y	11	3	1	\$106,835	\$120,190	\$133,544	\$115,000	\$115,000	\$115,000	\$115,000
WINDSOR	FLEET MANAGER	DIRECTOR OF PW	02/2020	2080.00	=	N	0	0	1	\$56,800	\$69,600	\$82,400	\$69,264	\$69,264	\$69,264	\$0
Average										\$72,235	\$87,035	\$101,836	\$87,093	\$88,267	\$84,837	\$75,975

#### Job # B054.5 - FLEET MECHANIC I

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	FLEET MECHANIC	MAINTENANCE SUPERVISOR	01/2020	2080.00	=	N	0	0	1	\$31,712	\$38,038	\$44,364	\$33,820	\$33,820	\$33,820	\$33,820
AVON	FLEET MECHANIC I		01/2020	2080.00		N			1	\$46,357	\$55,679	\$65,001	\$46,357	\$48,594	\$47,476	\$0
BLACK HAWK				0.00					0	\$51,641	\$59,388	\$67,134	\$0	\$0	\$0	\$0
BRIGHTON	Fleet Mechanic	Fleet Supervisor	03/2020	2080.00	=	N	0	0	2	\$39,466	\$46,767	\$54,068	\$40,664	\$41,942	\$41,303	\$0
BUENA VISTA	Fire Department Mechanic		01/2020	2080.00	=	N	0	0	0	\$37,960	\$45,155	\$52,350	\$0	\$0	\$0	\$0
CANON CITY	Equipment Service Technician		01/2019	2080.00	=	N	0	0	1	\$31,842	\$37,460	\$43,079	\$37,917	\$37,917	\$37,917	\$0
DENVER	Fleet Technician I		03/2020	2080.00	=	N	0	0	34	\$44,034	\$54,164	\$64,293	\$44,720	\$59,904	\$48,441	\$47,466
FEDERAL HEIGHTS	FLEET MECHANIC	Fleet Supervisor	01/2020	2080.00		N	0	0	1	\$47,113	\$56,246	\$65,379	\$48,755	\$48,755	\$48,755	\$0
FORT LUPTON	Public Works Maintenance Technician	Public Works Operation Manager	02/2020	2080.00	=	N	0	0	1	\$41,600	\$49,920	\$58,240	\$57,346	\$57,346	\$57,346	\$0
FORT MORGAN	Mechanic		3/2020	2080.00	=	N	0	0	4	\$36,000	\$45,000	\$54,000	\$40,706	\$50,027	\$45,995	\$0
FRUITA	Fleet Technician II	Fleet Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$36,236	\$39,434	\$42,631	\$36,236	\$36,236	\$36,236	\$0
GLENWOOD SPRINGS	Tech/Welder II - Fleet	Fleet Maint. Supt	01/2020	2080.00	=	N	0	0	1	\$41,921	\$50,316	\$58,710	\$54,548	\$54,548	\$54,548	\$0
GOLDEN	Fleet Mechanic (Apprentice)	Fleet Manager	1/2020	2080.00	=	N	0	0	0	\$45,150	\$53,060	\$60,970	\$0	\$0	\$0	\$0
GUNNISON COUNTY	MECHANIC I	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$53,132	\$64,144	\$75,156	\$66,317	\$66,317	\$66,317	\$0
LAFAYETTE	Fleet Mechanic	Crew Supervisor	01/2020	2080.00	=	N	0	0	3	\$43,671	\$54,588	\$65,506	\$52,000	\$60,486	\$55,792	\$0
MOUNTAIN VILLAGE	Mechanic- Vehicle & Equipment Maintenance	Manager - Veh & Equip Maintenance	01/2020	2080.00	=	N	0	0	3	\$39,544	\$46,522	\$53,500	\$44,720	\$44,720	\$44,720	\$0
SNOWMASS VILLAGE	MECHANIC, APPRENTICE		07/2019	2080.00	=	N	0	0	0	\$58,146	\$66,876	\$75,605	\$0	\$0	\$0	\$0
TRINIDAD	Storekeeper/Mechanic Assistant	Shop Supervisor	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$42,806	\$42,806	\$42,806	\$0
WESTMINSTER	Mechanic I	Crewleader/Fleet	01/2020	2085.71	=	N	0	0	4	\$46,901	\$53,476	\$60,050	\$54,402	\$60,050	\$57,200	\$57,174
Average										\$42,913	\$50,902	\$58,891	\$46,754	\$49,565	\$47,911	\$46,153

#### Job # B054 - FLEET MECHANIC II

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Fleet Equipment Technician	Shop Supervisor	01/2020	2080.00	=	N	0	0	8	\$50,673	\$59,980	\$69,288	\$54,413	\$69,288	\$67,679	\$0
ASPEN	Mechanic II	Streets Superintendent	01/2019	2080.00	=	N	0	0	3	\$52,320	\$62,915	\$73,510	\$72,072	\$72,072	\$72,072	\$0
AURORA	Fleet Mechanic	Fleet Maintenance Supervisor	01/2020	2080.00	=	N	0	0	20	\$40,848	\$51,519	\$62,190	\$49,096	\$58,091	\$51,646	\$0
AVON	FLEET MECHANIC II	Fleet Foreman	01/2020	2080.00	=	N	0	1	1	\$48,415	\$58,388	\$68,360	\$62,775	\$62,775	\$62,775	\$0
BLACK HAWK	Fleet Technician I	Fleet Superintendent	01/2020	2080.00	=	N	0	0	1	\$54,223	\$62,356	\$70,490	\$0	\$0	\$0	\$0
BRECKENRIDGE	Fleet Mechanic	Fleet Manager	01/01/20	2080.00	=	N	0	0	4	\$45,300	\$55,500	\$65,700	\$52,270	\$56,804	\$54,558	\$0
BRIGHTON	Fleet Mechanic II	Fleet Supervisor	03/2020	2080.00	=	N	0	0	0	\$47,650	\$56,466	\$65,281	\$0	\$0	\$0	\$0
BROOMFIELD	Automotive/Equipment Technician	Fleet Superintendent	01/2020	2080.00	=	N	0	0	4	\$49,192	\$57,616	\$66,040	\$49,192	\$66,040	\$57,616	\$0
BRUSH	Mechanic	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$33,724	\$41,288	\$48,853	\$34,047	\$40,006	\$34,399	\$0
BUENA VISTA	SHOP FOREMAN		01/2020	2080.00	=	N	0	0	1	\$45,284	\$53,976	\$62,668	\$60,008	\$60,008	\$60,008	\$0
CANON CITY	Equipment Mechanic & Equipment Service Technician	Fleet Manager	01/2019	2080.00	=	N	0	0	2	\$40,760	\$47,952	\$55,145	\$46,990	\$49,715	\$48,353	\$0
CASTLE ROCK	FLEET TECHNICIAN		01/2020	2080.00	=	N	0	0	4	\$46,966	\$55,182	\$63,398	\$0	\$0	\$0	\$0
CENTRAL CITY	FLEET MECHANIC	PUBLIC WORKS CREW SUPERVISOR	01/2020	2080.00	=	N	0	0	0	\$46,874	\$55,077	\$63,280	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Fleet Technician	Fleet Service Manager	02/2020	2080.00	=	N	0	0	3	\$56,933	\$68,450	\$79,966	\$61,610	\$67,667	\$64,467	\$0
COMMERCE CITY	Fleet Technician	Fleet Shop Supervisor	01/2020	2080.00	=	N	0	0	4	\$44,217	\$55,272	\$66,326	\$46,723	\$55,162	\$52,554	\$0



CORTEZ	Mechanic/Equipment Maintenance Supervisor	Director of General Services	01/2020	2080.00	=	N	3	0	2	\$39,104	\$48,859	\$58,614	\$45,760	\$57,408	\$51,584	\$0
CRIPPLE CREEK	Auto Mechanic/Equipment Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	2	\$38,223	\$44,968	\$51,713	\$46,355	\$52,128	\$49,241	\$0
DELTA	Mechanic	Lead Mechanic	01/2020	2080.00	=	N	0	0	2	\$44,017	\$51,051	\$58,085	\$46,407	\$50,816	\$48,612	\$0
DENVER	Fleet Technician II		03/2020	2080.00	=	N	0	0	20	\$48,131	\$59,196	\$70,262	\$50,823	\$66,685	\$57,494	\$56,295
DILLON	Fleet Foreman	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$61,835	\$74,202	\$86,569	\$67,492	\$67,492	\$67,492	\$0
DURANGO	Mechanic	Fleet Supervisor	01/2020	2080.00	=	N	0	0	4	\$50,073	\$60,088	\$70,102	\$50,073	\$59,689	\$54,881	\$58,035
ENGLEWOOD	Fleet Mechanic	Fleet Administrator	01/2019	2080.00	=	N	0	0	6	\$44,261	\$54,182	\$64,102	\$46,743	\$57,890	\$52,893	\$0
ERIE	Vehicle Mechanic	Operations and Maintenance Manager	02/2020	2080.00	=	N	0	0	1	\$50,596	\$58,438	\$66,281	\$55,370	\$55,370	\$55,370	\$0
ESTES PARK	Fleet Mechanic II	Fleet Supervisor	01/2020	2080.00	>	N	0	0	1	\$48,083	\$56,498	\$64,912	\$53,232	\$53,232	\$53,232	\$0
FLORENCE	Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	3	\$0	\$0	\$0	\$49,502	\$49,502	\$49,502	\$49,502
FORT COLLINS	Mechanic	Shop Supervisor	01/2020	2080.00	=	N	0	0	18	\$49,419	\$59,186	\$68,952	\$54,779	\$68,951	\$67,089	\$65,049
FOUNTAIN	FLEET MECHANIC 2	FLEET MECHANIC FOREMAN	02/2020	2080.00	=	N	0	0	4	\$42,012	\$51,254	\$60,497	\$42,852	\$61,707	\$51,422	\$0
FREDERICK	Fleet Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$48,000	\$55,740	\$63,480	\$50,400	\$50,400	\$50,400	\$0
FRISCO	Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	2	\$47,178	\$54,255	\$61,332	\$47,367	\$47,367	\$47,367	\$0
FRUITA	Fleet Mechanic I	Fleet Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$39,174	\$42,630	\$46,087	\$39,174	\$39,174	\$39,174	\$0
GLENWOOD SPRINGS	technician/Welder III	Fleet Maint Supt	03/2020	2080.00	=	N	0	0	2	\$41,921	\$50,316	\$58,710	\$54,549	\$54,549	\$54,549	\$0
GOLDEN	Fleet Mechanic	Fleet Manager	1/2020	2080.00	=	N	0	0	2	\$48,770	\$57,300	\$65,830	\$49,504	\$61,401	\$55,452	\$0
GRAND JUNCTION	Auto & Equipment Technician	Automotive and Equipment Supervisor	01/2020	2080.00	=	N	0	0	10	\$44,554	\$53,465	\$62,376	\$49,171	\$55,640	\$53,462	\$0
GRAND LAKE	Equipment Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,081	\$45,081	\$45,081	\$45,081
GREELEY	EQUIPMENT MAINT MECHANIC	Equipment Maintenance Foreman	01/2020	2080.00	=	N	0	0	9	\$49,241	\$59,089	\$68,937	\$49,234	\$67,642	\$55,571	\$0
GREENWOOD VILLAGE	Mechanic	Public Works Manager	01/2020	2080.00	=	N	0	0	3	\$45,721	\$55,016	\$64,312	\$53,414	\$63,460	\$59,161	\$0
GYPSUM	Golf Course Mechanic	Golf Course Superintendent	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$56,326	\$56,326	\$56,326	\$0
LA JUNTA	Mechanic I		01/2020	2080.00	=	N			2	\$31,813	\$35,235	\$38,658	\$32,609	\$34,519	\$32,876	\$0
LAFAYETTE	Fleet Mechanic, Sr	Fleet Supervisor	01/2020	2080.00	=	N	0	0	0	\$48,871	\$61,088	\$73,306	\$0	\$0	\$0	\$0
LAMAR	Mechanic Senior	Equipment Maintenance Foreman	01/2020	2080.00	=	N	0	0	1	\$33,594	\$40,942	\$48,291	\$34,278	\$34,278	\$34,278	\$42,404
LEADVILLE	MECHANIC	STREET SUPERVISOR	01/2020	2080.00	=	N	0	0	1	\$34,282	\$36,868	\$39,453	\$0	\$39,453	\$45,760	\$0
LONGMONT	Equipment Mechanic II	Fleet Shop Supervisor	01/2020	2080.00	=	N	0	0	4	\$48,930	\$53,823	\$58,716	\$50,810	\$54,910	\$53,885	\$54,910
LOUISVILLE	Mechanic	Operations Manager	02/2020	2080.00	=	N	0	0	2	\$47,091	\$54,683	\$62,275	\$54,163	\$62,275	\$58,219	\$0
LOVELAND	Fleet Technician II	Fleet Manager	01/2020	2080.00	=	N	0	0	2	\$45,600	\$55,800	\$66,000	\$53,955	\$56,056	\$55,005	\$0
MANITOU SPRINGS	Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$46,426	\$55,711	\$64,996	\$51,069	\$60,354	\$0	\$55,711
MONTE VISTA	MECHANIC FOREMAN	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$41,400	\$49,680	\$57,960	\$41,392	\$41,392	\$41,392	\$0
MONTROSE	Fleet Mechanic	Fleet Suprintendent	01/2020	2080.00	=	N	0	0	3	\$44,920	\$53,771	\$62,622	\$52,000	\$58,382	\$54,151	\$0
MOUNTAIN VILLAGE	Mechanic-Gondola Maint & Mechanic-Veh & Equip Mnt		01/2020	2080.00	=	N	0	0	1	\$43,646	\$51,286	\$58,925	\$44,720	\$49,920	\$49,920	\$0
NORTHGLENN	Fleet Services Technician	Fleet Services Foreman	01/2020	2080.00	=	N	0	0	2	\$43,300	\$53,000	\$62,700	\$45,697	\$56,326	\$51,012	\$0
OURAY	Fleet Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$47,935	\$57,526	\$67,118	\$47,935	\$47,935	\$47,935	\$0
PUEBLO	AUTO MECHANIC	SHOPS SUPERVISOR	01/2020	2085.00	=	N	0	0	6	\$42,377	\$48,408	\$54,440	\$44,518	\$54,440	\$52,086	\$0
RIFLE	Fleet Mechanic		01/2020	2080.00	=	N			1	\$45,780	\$56,070	\$66,360	\$56,094	\$56,094	\$56,094	\$56,094
SALIDA	MECHANIC, JOURNEY	PUBLIC WORKS DIRECTOR	02/2020	2080.00	=	N	0	0	1	\$39,562	\$49,452	\$59,343	\$63,040	\$63,040	\$63,040	\$0
SILVERTHORNE	Mechanic	Fleet Manager	01/2020	2080.00	=	N	0	0	1	\$54,620	\$63,730	\$72,840	\$55,680	\$55,680	\$55,680	\$0
SNOWMASS VILLAGE	MECHANIC, JOURNEY		07/2019	2080.00	=	N			0	\$63,960	\$73,564	\$83,167	\$78,098	\$78,098	\$78,098	\$0
STEAMBOAT SPRINGS	Fleet Mechanic (Fleet Technician)	Fleet Superintendent or Fleet Maintenance Supervisor	01/2019	2080.00	=	N	0	0	7	\$45,311	\$53,240	\$61,169	\$56,858	\$59,847	\$0	\$0
STERLING	Mechanic	Division Operations Coordinator	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$42,998	\$42,998	\$42,998	\$0
TELLURIDE	Mechanic		03/2020	2080.00	=	N	0	0	2	\$54,312	\$66,532	\$78,753	\$60,971	\$67,852	\$64,412	\$0
TRINIDAD	Mechanic II	Shop Supervisor	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$43,930	\$44,304	\$44,117	\$0
VAIL	Mechanic Journey		01/2020	2080.00	=	N	0	0	5	\$57,055	\$67,896	\$78,737	\$57,179	\$69,763	\$62,945	\$0
WELLINGTON	Fleet Mechanic	Public Works Superintendent	01/2020	2080.00	=	N	0	0	1	\$42,300	\$51,800	\$61,300	\$64,253	\$64,253	\$64,253	\$0
WESTMINSTER	Mechanic II	Crewleader/Fleet	01/2020	2085.71	=	N	0	0	5	\$50,437	\$57,496	\$64,554	\$57,056	\$62,979	\$60,303	\$61,443
WHEAT RIDGE	Mechanic	Operations Supervisor	01/2020	2080.00	=	N	0	0	1	\$41,536	\$50,855	\$60,174	\$47,379	\$47,379	\$47,379	\$0
WINDSOR	Lead Fleet Mechanic	Director of Public Works	02/2020	2080.00	=	N	0	0	2	\$45,000	\$54,000	\$63,000	\$52,021	\$59,342	\$55,681	\$0
WINTER PARK	Mechanic	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$48,000	\$58,825	\$69,650	\$69,888	\$69,888	\$69,888	\$0
WOODLAND PARK	EQUIPMENT MECHANIC I	CREW CHIEF - FLEET MAINTENANCE	01/2020	2080.00	=	N	0	0	1	\$47,137	\$55,419	\$63,701	\$47,137	\$47,137	\$47,137	\$0

Average	\$46,211	\$54,990	\$63,768	\$51,642	\$56,368	\$54,068	\$54,452
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# **Job # B128 - FLEET MECHANIC, LEAD**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Lead Fleet Mechanic	Fleet Maintenance Supervisor	01/2020	2080.00	=	N	0	0	2	\$44,932	\$56,671	\$68,410	\$68,384	\$69,075	\$68,730	\$0
AVON	FLEET MECHANIC III	Fleet Director	01/2020	2080.00	=	N	3	1	1	\$54,441	\$66,128	\$77,816	\$69,196	\$69,196	\$69,196	\$0
BRECKENRIDGE	Fleet Supervisor	Fleet Manager	01/01/20	2080.00	=	Y	0	0	1	\$50,500	\$61,900	\$73,300	\$63,440	\$63,440	\$63,440	\$0
BRIGHTON	Fleet Mechanic, Lead		03/2020	2080.00	=	N	0	0	2	\$54,263	\$64,302	\$74,340	\$59,870	\$62,899	\$61,385	\$0
BROOMFIELD	Lead Auto/Equipment Technician	Superintendent (Fleet)	01/2020	2080.00	=	N	4	4	1	\$55,744	\$66,872	\$78,000	\$62,795	\$62,795	\$62,795	\$0
DELTA	LEAD MECHANIC	FLEET/FACILITY MANAGER	01/2020	2080.00	=	N	0	0	1	\$61,174	\$71,094	\$81,014	\$65,502	\$65,502	\$65,715	\$0
DENVER	Fleet Technician III		03/2020	2080.00	=	N	0	0	78	\$52,603	\$64,698	\$76,794	\$54,181	\$73,674	\$62,811	\$62,244
ERIE	Lead Fleet Mechanic	O&M Division Manager	02/2020	2080.00	=	N	1	0	1	\$58,470	\$67,533	\$76,596	\$65,125	\$65,125	\$65,125	\$0

ESTES PARK	Fleet Mechanic III	Fleet Supervisor	01/2020	2080.00	=	N	0	0	1	\$52,864	\$62,115	\$71,366	\$71,505	\$71,505	\$71,505	\$0
FORT COLLINS	Supervisor, Fleet	Shop Supervisor	01/2020	2080.00	=	N	0	0	3	\$55,198	\$73,598	\$91,997	\$75,505	\$75,505	\$75,505	\$72,601
FOUNTAIN	FLEET LEAD MECHANIC	Fleet Foreman	02/2020	2080.00	=	N	4	4	1	\$51,065	\$62,300	\$73,534	\$52,086	\$75,005	\$62,505	\$0
GLENWOOD SPRINGS	Tech/Welder III - Fleet	Fleet Superintendent	01/2020	2080.00	=	N	0	0	2	\$49,749	\$59,740	\$69,731	\$55,577	\$69,731	\$62,653	\$0
GOLDEN	Lead Fleet Mechanic	Fleet Manager	1/2020	2080.00	=	N	3	0	1	\$55,700	\$66,840	\$77,980	\$72,550	\$72,550	\$72,550	\$0
GRAND JUNCTION	Automotive and Equipment Crew Leader	Automotive and Equipment Supervisor	01/2020	2080.00	=	N	0	0	2	\$51,706	\$62,048	\$72,389	\$58,510	\$64,584	\$61,547	\$0
GUNNISON	Master Mechanic		01/2020	2080.00	=	N	0	0	1	\$54,000	\$63,400	\$72,800	\$68,100	\$68,100	\$68,100	\$0
GUNNISON COUNTY	HEAVY EQUIPMENT MECHANIC	DEPUTY COUNTY MANAGER/PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$53,132	\$64,144	\$75,156	\$75,156	\$75,156	\$75,156	\$0
LOVELAND	Senior Fleet Technician	Crew Supervisor - Vehicle Maintenance	01/2020	2080.00	=	N	0	1	2	\$54,700	\$68,400	\$82,100	\$64,869	\$72,841	\$66,289	\$0
MONUMENT	Fleet Manager	Public Works Superintendent	01/2019	2080.00	=	N	0	0	1	\$49,978	\$56,450	\$62,923	\$54,902	\$61,850	\$58,376	\$0
MOUNTAIN VILLAGE	Mgr Vehicle & Equip Maint	Mechanic-Veh & Equip SR	01/2020	2080.00	=	N	0	0	3	\$47,005	\$55,232	\$63,458	\$53,970	\$53,970	\$53,970	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			2	\$49,842	\$58,564	\$67,286	\$61,746	\$61,746	\$0	\$0
VAIL	Mechanic Master		01/2020	2080.00	=	N	0	0	2	\$64,188	\$76,383	\$88,579	\$69,076	\$73,486	\$71,281	\$0
WESTMINSTER	Crewleader / Fleet	Foreman / Fleet	01/2020	2085.00	=	N	2	2	1	\$58,277	\$66,436	\$74,594	\$71,005	\$71,005	\$71,005	\$71,005
WHEAT RIDGE	Lead Mechanic	Operations Supervisor	01/2020	2080.00	=	N	0	0	1	\$46,009	\$56,340	\$66,670	\$64,927	\$64,927	\$64,927	\$0
Average										\$53,284	\$63,965	\$74,645	\$64,260	\$67,986	\$66,117	\$68,617

#### Job # B038 - GIS SPECIALIST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	GIS Specialist	Varies	01/2020	2080.00	=	N	0	0	4	\$39,160	\$51,888	\$64,615	\$51,370	\$82,346	\$60,567	\$0
BLACK HAWK	GIS Analyst / Engineer Associate	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$68,926	\$79,265	\$89,604	\$0	\$0	\$0	\$0
BRIGHTON	GIS Specialist		03/2020	2080.00	=	Y	0	0	1	\$62,679	\$74,274	\$85,870	\$83,661	\$83,661	\$83,661	\$0
BROOMFIELD	GIS Specialist	GIS Production Coordinator	01/2020	2080.00	=	N	0	0	2	\$60,216	\$72,644	\$85,072	\$68,661	\$82,701	\$75,681	\$0
CANON CITY	GIS Specialist	City Engineer	01/2019	2080.00	=	Y	0	0	1	\$44,992	\$52,931	\$60,870	\$53,151	\$53,151	\$53,151	\$0
CASTLE ROCK	GIS Specialist		01/2020	2080.00	=	N	0	0	1	\$62,005	\$72,873	\$83,741	\$0	\$0	\$0	\$0
COLORADO SPRINGS	GIS Analyst II	GIS/Planning Data Systems Manager	02/2020	2080.00	<	Y	0	0	2	\$69,031	\$82,994	\$96,958	\$81,695	\$83,532	\$82,614	\$0
CORTEZ	GIS Coordinator	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$44,200	\$55,234	\$66,267	\$66,268	\$66,268	\$66,268	\$0
CRESTED BUTTE	GIS Specialist	Planning Director	01/2020	0.00	=	N	0	0	0	\$43,972	\$50,690	\$57,408	\$0	\$0	\$0	\$0
DELTA	GIS Specialist	Public works Director	01/2020	2080.00	=	N	0	0	1	\$54,354	\$63,134	\$71,913	\$62,507	\$62,507	\$62,507	\$0
DENVER	GIS Analyst Senior		03/2020	2080.00	=	Y	0	0	10	\$60,884	\$79,149	\$97,414	\$67,002	\$97,413	\$83,298	\$85,896
EVANS	GIS Analyst	IT Director	01/2020	2080.00	=	Y	0	0	1	\$51,191	\$62,676	\$74,160	\$51,696	\$51,696	\$51,696	\$51,696
FORT COLLINS	Analyst I, GIS	Manager, GIS	01/2020	2080.00	=	Y	0	0	5	\$59,119	\$78,826	\$98,532	\$66,950	\$75,689	\$72,738	\$72,085
FORT LUPTON	GIS Specialist	Planning Director	02/2020	2080.00	=	Y	0	0	1	\$57,500	\$71,875	\$86,250	\$83,283	\$83,283	\$83,283	\$0
FOUNTAIN	GIS APPLICATION ANALYST	Technology Services Director	02/2020	2080.00	=	N	0	0	1	\$65,174	\$79,512	\$93,850	\$66,477	\$95,727	\$79,773	\$0
GLENWOOD SPRINGS	GIS Administrator	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$56,856	\$68,238	\$79,619	\$68,240	\$68,240	\$68,240	\$0
GRAND JUNCTION	GIS Analyst	IT Supervisor	01/2020	2080.00	=	Y	0	0	2	\$60,770	\$72,924	\$85,078	\$62,296	\$75,899	\$69,097	\$0
GREENWOOD VILLAGE	GIS Coordinator	Chief Technology Officer	01/2020	2080.00	=	N	0	0	1	\$59,259	\$71,912	\$84,564	\$74,547	\$74,547	\$74,547	\$0
GUNNISON COUNTY	GIS COORDINATOR	GIS MANAGER	01/2020	2080.00	=	N	0	0	1	\$55,781	\$67,341	\$78,901	\$78,901	\$78,901	\$78,901	\$0
LONGMONT	GIS Analyst	Enterprise Technology Services Manager	01/2020	2080.00	=	Y	0	0	0	\$60,545	\$66,600	\$72,654	\$67,272	\$67,272	\$67,272	\$67,272
LOVELAND	GIS Specialist	Varies by department	01/2020	2080.00	=	N	0	0	2	\$54,700	\$68,400	\$82,100	\$64,355	\$64,854	\$64,604	\$0
MANITOU SPRINGS	GIS TECHNICIAN & RESERVOIR CARETAKER	Water Utilities Foreman	01/2020	2080.00	=	N	0	0	1	\$58,634	\$70,360	\$82,087	\$64,497	\$76,224	\$0	\$70,360
MONTROSE	GIS Systems Analyst	GIS Coordinator	01/2020	2080.00	=	Y	0	0	1	\$51,948	\$62,450	\$72,952	\$49,046	\$59,189	\$55,568	\$0
NORTHGLENN	GIS Specialist	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$55,100	\$67,500	\$79,900	\$72,218	\$72,218	\$72,218	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$45,437	\$55,660	\$65,883	\$56,623	\$56,623	\$0	\$0
SUMMIT COUNTY	County Manager	Assistant IS Director	07/2019	2080.00	=	Y	0	0	1	\$54,898	\$67,250	\$79,603	\$203,705	\$203,705	\$203,705	\$203,705
THORNTON	GIS Analyst II	GIS Manager/City Surveyor	01/2020	2080.00	=	Y	0	0	4	\$66,658	\$77,324	\$87,989	\$83,621	\$87,989	\$84,881	\$0
VAIL	GIS Coordinator		01/2020	2080.00	=	N	0	0	1	\$67,390	\$84,237	\$101,084	\$86,500	\$86,500	\$86,500	\$0
WESTMINSTER	GIS Specialist	GIS Coordinator	01/2020	2085.00	=	N	0	0	3	\$62,648	\$71,420	\$80,191	\$67,465	\$74,469	\$70,362	\$69,152
WHEAT RIDGE	GIS Specialist	IT Manager	01/2020	2080.00	=	Y	0	0	1	\$59,428	\$71,356	\$83,285	\$69,675	\$69,675	\$69,675	\$0
Average										\$57,115	\$69,031	\$80,947	\$73,025	\$79,047	\$76,832	\$88,595

#### Job # B039 - GIS SUPERVISOR/MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Manager of GIS (IT)	Director of IT	01/2020	2080.00	=	Y	1	1	1	\$85,384	\$103,688	\$121,992	\$119,163	\$119,163	\$119,163	\$0
CASTLE ROCK	GIS ADMINISTRATOR	Chief Technology Officer	01/2020	2080.00	=	Y	0	0	1	\$90,397	\$108,472	\$126,547	\$0	\$0	\$0	\$0
COLORADO SPRINGS	GIS Supervisor	Chief Information Officer	02/2020	2080.00	=	Y	5	5	1	\$80,479	\$96,758	\$113,037	\$95,196	\$95,196	\$95,196	\$0
COMMERCE CITY	GIS Coordinator	Director of Information Technology	01/2020	2080.00	=	Y	3	3	1	\$78,234	\$97,792	\$117,350	\$95,836	\$95,836	\$95,836	\$0

DELTA COUNTY	GIS Coordinator		01/2020	2080.00	=	N	0	0	1	\$49,944	\$59,956	\$69,969	\$64,909	\$64,909	\$64,909	\$0
DURANGO	GIS Supervisor	Information Systems Manager	01/2020	2080.00	=	Y	2	2	1	\$71,979	\$86,374	\$100,770	\$94,330	\$94,330	\$94,330	\$0
ERIE	GIS Coordinator	Deputy Finance Director	02/2020	2080.00	=	Y	1	1	1	\$70,920	\$85,104	\$99,288	\$76,440	\$76,440	\$76,440	\$0
FORT COLLINS	Manager, GIS		01/2020	2080.00	=	Y	0	0	1	\$80,730	\$107,640	\$134,550	\$98,630	\$98,630	\$98,630	\$93,267
GOLDEN	GIS Coordinator	PW Director	1/2020	2080.00	=	N	0	0	1	\$63,800	\$78,100	\$92,400	\$81,878	\$81,878	\$81,878	\$0
GRAND JUNCTION	IT Supervisor	IT Director	01/2020	2080.00	=	Y	5	5	1	\$77,894	\$93,472	\$109,051	\$92,580	\$92,580	\$92,580	\$0
GREELEY	GIS MANAGER	Chief Information Officer	01/2020	2080.00	=	Y	0	4	0	\$73,450	\$91,802	\$110,153	\$0	\$0	\$0	\$0
GUNNISON COUNTY	GIS MANAGER	COUNTY MANAGER	01/2020	2080.00	=	N	0	0	1	\$70,421	\$85,016	\$99,611	\$99,611	\$99,611	\$99,611	\$0
LOVELAND	Information Services Manager	Director of Information Technology	01/2020	2080.00	=	Y	0	4	1	\$93,700	\$121,800	\$149,900	\$125,923	\$125,923	\$125,923	\$0
MONTROSE	GIS Coordinator	Director of Information Services	01/2020	2080.00	=	Y	2	2	1	\$64,047	\$77,960	\$91,872	\$74,283	\$77,218	\$70,632	\$0
PARKER	GIS Administrator		01/2019	2080.00		N	0	0	1	\$71,000	\$92,300	\$113,600	\$96,991	\$96,991	\$96,991	\$0
RIFLE	GIS Coordinator		01/2020	2080.00		N			1	\$51,240	\$62,842	\$74,445	\$67,301	\$67,301	\$67,301	\$67,301
STEAMBOAT SPRINGS	GIS MANAGER/DATABASE ADMINISTRATOR	GENERAL SERVICES DIRECTOR	01/2019	2080.00	=	Y	0	0	1	\$79,020	\$96,800	\$114,580	\$85,478	\$85,478	\$0	\$0
THORNTON	GIS Manager	Deputy City Manager-City Development	01/2020	2080.00	=	Y	5	4	1	\$93,491	\$108,450	\$123,408	\$113,784	\$113,784	\$113,784	\$0
WESTMINSTER	GIS Coordinator	City Engineer	01/2020	2085.00	=	Y	2	2	1	\$89,761	\$100,981	\$112,201	\$112,201	\$112,201	\$112,201	\$112,201
WINDSOR	GIS Supervisor	IT Manager	02/2020	2080.00	=	N	1	0	1	\$64,000	\$78,400	\$92,800	\$84,406	\$84,406	\$84,406	\$0

<b>Average</b>										<b>\$74,995</b>	<b>\$91,685</b>	<b>\$108,376</b>	<b>\$93,274</b>	<b>\$93,437</b>	<b>\$93,518</b>	<b>\$90,923</b>
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#### Job # B040 - GIS TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	GIS/Planning Technician	Planning & Development Specialist	01/2020	2080.00	=	N	1	0	1	\$41,318	\$49,597	\$57,876	\$41,318	\$41,318	\$41,318	\$41,318
ASPEN	GIS Analyst		01/2019	2080.00	=	N	0	0	1	\$52,320	\$62,915	\$73,510	\$62,920	\$72,072	\$67,496	\$0
AURORA	GIS Technician	Water Planning Services Maanger	01/2020	2080.00	=	N	0	0	1	\$32,365	\$42,883	\$53,401	\$52,242	\$52,242	\$52,242	\$0
BRECKENRIDGE	GIS Analyst	Town Engineer	01/01/20	2080.00	<	N	0	0	1	\$50,500	\$61,900	\$73,300	\$67,995	\$67,995	\$67,995	\$0
BRIGHTON	GIS Specialist		03/2020	2080.00	=	N	0	0	1	\$56,778	\$67,282	\$77,786	\$56,778	\$56,778	\$56,778	\$0
BROOMFIELD	GIS Technician	GIS Production Coordinator	01/2020	2080.00	=	N	0	0	0	\$47,528	\$55,588	\$63,648	\$0	\$0	\$0	\$0
CANON CITY	GIS Survey Technician	City Engineer	01/2019	2080.00	=	N	0	0	0	\$31,065	\$36,547	\$42,029	\$0	\$0	\$0	\$0
COMMERCE CITY	GIS Technician	GIS Coordinator	01/2020	2080.00	=	N	0	0	2	\$41,892	\$52,365	\$62,838	\$46,081	\$48,176	\$47,128	\$0
DELTA	GIS TECHNCIAN	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$53,211	\$62,562	\$71,913	\$62,507	\$62,507	\$62,507	\$0
DELTA COUNTY	GIS Technician		01/2020	2080.00	=	N	0	0	1	\$39,203	\$47,062	\$54,922	\$46,425	\$46,425	\$46,425	\$0
DENVER	GIS Technician		03/2020	2080.00	=	N	0	0	1	\$42,640	\$52,447	\$62,254	\$51,605	\$51,605	\$51,605	\$51,605
ENGLEWOOD	GIS Specialist		01/2019	2080.00	=	N	0	0	1	\$48,738	\$59,727	\$70,716	\$69,943	\$69,943	\$69,943	\$0
ERIE	GIS Technician	GIS Coordinator	02/2020	2080.00	=	N	0	0	1	\$54,391	\$62,822	\$71,252	\$0	\$57,928	\$57,928	\$0
FORT COLLINS	Technician II, GIS	Manager, GIS	01/2020	2080.00	=	N	0	0	3	\$44,640	\$55,800	\$66,960	\$56,500	\$61,810	\$59,638	\$59,571
FORT MORGAN	GIS Technician	IT Director	3/2020	2080.00	=	N	0	0	1	\$36,000	\$45,000	\$54,000	\$45,639	\$45,639	\$45,639	\$0
FOUNTAIN	GIS TECHNICIAN	Technology Services Director	02/2020	2080.00	=	N	0	0	1	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$0
GRAND JUNCTION	GIS Technician	IT Supervisor	01/2020	2080.00	=	N	0	0	1	\$49,817	\$59,780	\$69,743	\$62,212	\$62,212	\$62,212	\$0
GREELEY	GIS TECHNICIAN	Various	01/2020	2080.00	=	N	0	0	1	\$46,347	\$56,717	\$67,087	\$56,722	\$56,722	\$56,722	\$0
LONGMONT	GIS/Mapping Technician	GIS/Mapping Technical Support Supervisor	01/2020	2080.00	=	N	0	0	1	\$49,435	\$54,378	\$59,322	\$55,474	\$55,474	\$55,474	\$55,474
MONUMENT			01/2019	2080.00		N			0	\$49,978	\$56,450	\$62,923	\$53,260	\$53,260	\$53,260	\$0
MOUNTAIN VILLAGE	CAD/ GIS TECHNICIAN	Director Public Works	01/2020	2080.00	=	N	0	0	1	\$48,180	\$56,612	\$65,045	\$65,045	\$65,045	\$65,045	\$0
PUEBLO	GIS SPECIALIST I	DIRECTOR/IT	01/2020	2085.00	=	N	0	0	1	\$48,457	\$54,694	\$60,931	\$48,457	\$48,457	\$48,457	\$0
THORNTON	GIS Technician	GIS Manager	01/2020	2080.00	=	N	0	0	1	\$50,853	\$58,990	\$67,126	\$55,944	\$55,944	\$55,944	\$0
WESTMINSTER	GIS Technician	GIS Coordinator	01/2020	2085.00	=	N	0	0	1	\$46,901	\$53,476	\$60,050	\$60,050	\$60,050	\$60,050	\$60,050
WINDSOR	GIS Analyst	IT Manager	02/2020	2080.00	=	N	0	0	1	\$51,400	\$63,000	\$74,600	\$51,400	\$51,400	\$51,400	\$0
<b>Average</b>										<b>\$46,411</b>	<b>\$55,404</b>	<b>\$64,397</b>	<b>\$55,262</b>	<b>\$57,002</b>	<b>\$56,170</b>	<b>\$53,604</b>

#### Job # B103 - GOLF COURSE SUPERINTENDENT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Director of Golf	Parks and Recreation Manager	01/2019	2080.00	=	Y	0	0	1	\$83,991	\$101,000	\$118,008	\$112,652	\$112,652	\$112,652	\$0
AURORA	Golf Course Superintendent	Manager of Golf	01/2020	2080.00	=	Y	0	0	5	\$54,368	\$72,710	\$91,053	\$71,083	\$90,265	\$77,855	\$0
BRECKENRIDGE	Golf Course Superintendent	Director of Recreation	01/01/20	2080.00	=	Y	44	4	1	\$60,200	\$75,200	\$90,200	\$90,200	\$90,200	\$90,200	\$0
CASTLE ROCK	GOLF MAINTENANCE SUPERINTENDENT	Golf Course Manager	01/2020	2080.00	=	Y	0	0	1	\$73,694	\$88,442	\$103,189	\$0	\$0	\$0	\$0
CEDAREEDGE	Golf Superintendent	Town Administrator	01/2020	2080.00	=	N	25	0	1	\$41,027	\$52,574	\$64,122	\$64,927	\$64,927	\$64,927	\$0
COLORADO SPRINGS	Golf Course Superintendent	Golf Course Manager	02/2020	2080.00	=	Y	6	6	1	\$80,479	\$96,758	\$113,037	\$100,797	\$100,797	\$100,797	\$0
COMMERCE CITY	Golf Course Maintenance Supervisor	Golf Course Manager	01/2020	2080.00	=	Y	0	0	1	\$65,908	\$82,384	\$98,861	\$96,507	\$96,507	\$96,507	\$0
CORTEZ	Golf Course Foreman	Director of Parks & Recreation	01/2020	2080.00	=	N	5	0	1	\$44,200	\$55,234	\$66,267	\$52,478	\$52,478	\$52,478	\$0
DELTA	GOLF COURSE SUPERINTENDENT	Golf Division Director	01/2020	2080.00	=	Y	3	0	1	\$58,346	\$67,791	\$77,236	\$63,993	\$63,993	\$63,993	\$0

DENVER	Golf Course Superintendent		03/2020	2080.00	=	Y	0	0	6	\$65,687	\$85,393	\$105,099	\$73,613	\$91,042	\$78,973	\$77,028
ENGLEWOOD	Golf Course Superintendent	Recreation Service Manager - Golf Course	01/2019	2080.00	=	Y	0	0	1	\$57,896	\$70,869	\$83,842	\$0	\$0	\$0	\$0
FORT COLLINS	Sr Supervisor, Parks	Senior Supervisor, Parks	01/2020	2080.00	=	Y	0	0	6	\$59,869	\$79,825	\$99,781	\$65,000	\$88,558	\$78,523	\$79,494
FORT LUPTON	Golf Course Superintendent	General Manager	02/2020	2080.00	=	N	0	0	1	\$53,000	\$66,250	\$79,500	\$80,059	\$80,059	\$80,059	\$0
FORT MORGAN	Golf Course Superintendent	Golf Pro	3/2020	2080.00	>	Y	2	2	1	\$60,800	\$76,050	\$91,300	\$60,800	\$60,800	\$60,800	\$0
FREDERICK	Golf Course Superintendent	Golf Pro / General Manager	01/2020	2080.00	=	N	0	0	1	\$60,000	\$73,200	\$86,400	\$63,000	\$63,000	\$63,000	\$0
GOLDEN	Golf Course Superintendent	Director of Parks and Recreation	1/2020	2080.00	=	Y	16	16	1	\$75,300	\$94,100	\$112,900	\$104,000	\$104,000	\$104,000	\$0
GRAND JUNCTION	Parks Maintenance Supervisor	Parks & Recreation Director	01/2020	2080.00	>	Y	10	4	0	\$67,954	\$81,544	\$95,135	\$0	\$0	\$0	\$0
GREELEY	GOLF COURSE SUPT	Golf Manager	01/2020	2080.00	=	Y	0	3	2	\$75,036	\$90,043	\$105,050	\$76,034	\$83,782	\$79,908	\$0
GYPSUM	Golf Course Superintendent/Assistant Superintendent	Golf Course General Manager/Professional	01/2020	2080.00	=	Y	2	0	2	\$0	\$0	\$0	\$49,920	\$70,990	\$60,555	\$0
LAFAYETTE	Golf Course Superintendent	Parks Open Space & Golf Director	01/2020	2080.00	=	Y	3	3	1	\$72,555	\$90,694	\$108,832	\$93,912	\$93,912	\$93,912	\$93,912
LOUISVILLE	Golf Course Superintendent	Director of Parks & Recreation	02/2020	2080.00	=	Y	6	6	1	\$67,038	\$77,844	\$88,649	\$88,649	\$88,649	\$88,649	\$0
LOVELAND	Golf Services Superintendent	GOLF OPERATIONS MANAGER	01/2020	2080.00	=	Y	0	6	2	\$65,100	\$83,000	\$100,900	\$86,174	\$87,484	\$86,829	\$0
MONTROSE	Golf Course Grounds Superintendent	Golf Professional	01/2020	2080.00	=	Y	8	8	1	\$61,762	\$74,920	\$88,079	\$60,135	\$80,481	\$71,122	\$0
STEAMBOAT SPRINGS	Golf Course Superintendent	Parks & Community Services Director	01/2019	2080.00	=	Y	10	3	1	\$65,306	\$80,000	\$94,694	\$94,694	\$94,694	\$0	\$0
THORNTON	Golf Course Superintendent	Superintendent of Parks, Golf, and Forestry	01/2020	2080.00	=	Y	5	4	1	\$76,317	\$88,528	\$100,738	\$100,738	\$100,738	\$100,738	\$0
WESTMINSTER	Golf Course Superintendent	Regional Parks & Golf Manager	01/2020	2085.00	=	Y	11	3	2	\$72,254	\$81,286	\$90,318	\$82,688	\$87,487	\$85,088	\$85,088
Average										\$64,723	\$79,426	\$94,128	\$79,654	\$84,674	\$81,435	\$83,881

#### Job # P10.5 - GOLF MARSHALL/ GUEST SERVICES

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COMMERCE CITY	Outside Services		01/2020	2080.00	=	Y	0	0	11	\$0	\$0	\$0	\$24,960	\$24,960	\$24,960	\$0
DENVER	Golf Starter and Ranger		03/2020	2080.00			0	0	26	\$27,040	\$32,042	\$37,045	\$27,040	\$32,846	\$30,113	\$30,187
Average										\$27,040	\$32,042	\$37,045	\$26,000	\$28,903	\$27,536	\$30,187

#### Job # P10 - GOLF PRO SHOP SPECIALIST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COMMERCE CITY	Golf Shop Assistant I & II		01/2020	2080.00	=	N	0	0	7	\$0	\$0	\$0	\$26,374	\$32,074	\$28,983	\$0
DENVER	Golf and Pro Shop Assistant		03/2020	2080.00	=	N	0	0	7	\$31,616	\$38,886	\$46,155	\$32,448	\$33,406	\$32,913	\$32,964
GYPSUM	Operations Mgr.	Golf Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$64,002	\$64,002	\$64,002	\$0
MONTROSE	Assistant Golf Professional	Golf Professional	01/2020	2080.00	=	N	0	0	1	\$35,000	\$39,900	\$44,799	\$37,370	\$44,799	\$41,310	\$0
Average										\$33,308	\$39,392	\$45,477	\$40,048	\$43,570	\$41,802	\$32,964

#### Job # B104 - GOLF PROFESSIONAL

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Head Golf Pro		01/2019	2080.00	=	N	0	0	1	\$58,123	\$69,893	\$81,663	\$0	\$0	\$0	\$0
AURORA	Golf Pro	Manager of Golf	01/2020	2080.00	=	Y	0	0	6	\$47,384	\$62,784	\$78,183	\$62,427	\$81,661	\$70,604	\$0
BRECKENRIDGE	1st Assistant Golf Pro	Director of Golf Operations	01/01/20	1040.00	=	Y	0	0	1	\$19,760	\$25,740	\$31,720	\$22,932	\$22,932	\$22,932	\$0
CEDAREDGE	Golf Course Operations Director	Town Administrator	01/2020	2080.00	=	N	20	0	1	\$41,027	\$52,574	\$64,122	\$41,200	\$41,200	\$41,200	\$0
COMMERCE CITY	Head Golf Professional	Golf Course Manager	01/2020	2080.00	=	Y	0	0	1	\$66,274	\$82,842	\$99,411	\$76,215	\$76,215	\$76,215	\$0
DELTA	Golf Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$92,989	\$92,989	\$92,989	\$0
DENVER	Golf Professional		03/2020	2080.00	=	Y	0	0	4	\$58,433	\$75,963	\$93,493	\$71,645	\$87,592	\$81,550	\$83,482
FORT LUPTON	Assistant Golf Professional		02/2020	2080.00	=	N	0	0	1	\$37,440	\$44,928	\$52,416	\$38,938	\$38,938	\$38,938	\$0
FORT MORGAN	Golf Professional/General Manager	Community Services Director	3/2020	2080.00	=	Y	2	2	2	\$47,500	\$59,400	\$71,300	\$38,563	\$52,530	\$45,547	\$0
FREDERICK	Golf Pro / General Manager	Deputy Town Manager	01/2020	2080.00	=	Y	0	6	1	\$70,000	\$85,400	\$100,800	\$77,175	\$77,175	\$77,175	\$0
GOLDEN	Head Golf Professional	Director of Parks and Recreation	1/2020	2080.00	=	Y	32	27	1	\$75,300	\$94,100	\$112,900	\$104,000	\$104,000	\$104,000	\$0
GYPSUM	Golf Manager	Assistant Town Manager	01/2020	2080.00	=	Y	6	0	1	\$0	\$0	\$0	\$81,910	\$81,910	\$81,910	\$0
LAFAYETTE	Golf Course Professional, Head	Parks Recreation & Open Space Director	01/2020	2080.00	=	Y	35	3	1	\$72,555	\$90,694	\$108,833	\$101,650	\$94,557	\$94,557	\$0
LOUISVILLE	Head Golf Pro	Director of Parks & Recreation	02/2020	2080.00	=	Y	6	6	1	\$69,700	\$80,942	\$92,185	\$92,185	\$92,185	\$92,185	\$0
LOVELAND	Golf Course Professional	Golf Operations Manager	01/2020	2080.00	=	Y	0	1	2	\$65,100	\$83,000	\$100,900	\$78,977	\$90,105	\$84,541	\$0
MONTROSE	Golf Professional	Assistant City Manager	01/2020	2080.00	=	Y	8	2	1	\$64,950	\$71,165	\$77,380	\$65,000	\$85,193	\$75,071	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$65,306	\$80,000	\$94,694	\$79,824	\$79,824	\$0	\$0
THORNTON	Golf Professional	Recreation Superintendent	01/2020	2080.00	=	Y	3	2	1	\$73,778	\$85,582	\$97,387	\$97,387	\$97,387	\$97,387	\$0
WESTMINSTER	Golf Professional	Regional Parks & Golf Manager	01/2020	2085.00	=	Y	3	3	2	\$72,254	\$81,286	\$90,318	\$86,341	\$90,318	\$88,330	\$88,330

Average										\$59,111	\$72,135	\$85,159	\$72,742	\$77,039	\$74,419	\$85,906
<u>Job # P11 - HEAD ATHLETIC COACH</u>										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Gymnastics Instructor III/Coach/Youth Coach III/Instructor	Recreation Specialist	01/2020	2080.00	=	N	0	0	0	\$30,160	\$34,736	\$39,312	\$0	\$0	\$0	\$0
GLENDALE	Head Coach (Rugby)	Director of Rugby	02/2020	2080.00	=	N	30	4	1	\$82,400	\$97,850	\$113,300	\$105,000	\$105,000	\$105,000	\$0
SILVERTHORNE	Head Gymnastics Coach	Recreation Coordinator	01/2020	1664.00	=	N	0	0	1	\$32,425	\$37,827	\$43,229	\$37,428	\$37,428	\$37,428	\$0

Average										\$48,328	\$56,804	\$65,280	\$71,214	\$71,214	\$71,214	?
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Job # B042 - HELP DESK MANAGER/SUPERVISOR

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	CLIENT SERVICES SUPERVISOR (AL34)	DEPUTY DIRECTOR IT	01/2020		=	Y			1	\$0	\$0	\$0	\$99,995	\$99,995	\$99,995	\$99,995
BRIGHTON	IT Service Desk Manager		03/2020	2080.00	=	N	0	0	1	\$78,880	\$93,846	\$108,812	\$95,606	\$95,606	\$95,606	\$0
BROOMFIELD	Customer Success Supervisor	IT Operations Manager	01/2020	2080.00	=	Y	4	4	1	\$71,968	\$88,504	\$105,040	\$76,502	\$76,502	\$76,502	\$0
COLORADO SPRINGS	Service Desk Supervisor		02/2020	2080.00	=	N	0	0	2	\$80,479	\$96,614	\$112,748	\$82,778	\$82,778	\$82,778	\$0
COMMERCE CITY	IT Service Desk Supervisor	IT Manager	01/2020	2080.00	=	Y	3	3	1	\$74,467	\$93,084	\$111,701	\$92,632	\$92,632	\$92,632	\$0
DENVER	IT Technician Supervisor		03/2020	2080.00	=	Y	0	0	4	\$69,576	\$90,449	\$111,322	\$96,537	\$111,322	\$104,311	\$104,692
FORT COLLINS	Supervisor, Client Services		01/2020	2080.00	=	N	0	0	2	\$61,776	\$82,368	\$102,960	\$68,675	\$73,644	\$71,160	\$68,485
MONUMENT			01/2019	2080.00		N			0	\$49,978	\$56,450	\$62,923	\$53,260	\$53,260	\$53,260	\$0
NORTHGLENN	IT Resource Coordinator	Director of Technology	01/2020	2080.00	=	N	0	0	0	\$66,600	\$81,580	\$96,560	\$79,768	\$79,768	\$79,768	\$0
THORNTON	Technical Services Supervisor	Technology Services Manager	01/2020	2080.00	=	Y	8	7	1	\$73,778	\$85,582	\$97,387	\$89,943	\$89,943	\$89,943	\$0

Average										\$69,722	\$85,386	\$101,050	\$83,570	\$85,545	\$84,595	\$91,057
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Job # B041 - HELP DESK TECHNICIAN

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Technology Support Specialist (BD34)	IT SUPERVISOR - CLIENT SERVICE	01/2020		>	N			5	\$0	\$0	\$0	\$47,740	\$57,673	\$52,502	\$50,891
BRIGHTON	IT Service Desk Technician		03/2020	2080.00	=	N	0	0	2	\$51,007	\$60,444	\$69,880	\$51,017	\$69,880	\$60,448	\$0
COLORADO SPRINGS	Technical Support Analyst II		02/2020	2080.00	=	N	0	0	4	\$47,919	\$57,612	\$67,305	\$53,174	\$64,798	\$57,489	\$0
FORT COLLINS	Sr Technician, Client Services		01/2020	2080.00	=	N	0	0	5	\$49,104	\$61,380	\$73,656	\$62,544	\$66,297	\$65,078	\$63,445
FOUNTAIN	HELP DESK TECHNICIAN	Deputy Technology Services Director	02/2020	2080.00	=	N	0	0	1	\$42,012	\$51,254	\$60,497	\$42,852	\$61,707	\$51,422	\$0
GLENWOOD SPRINGS	IT Support Specialist	IT Director	01/2020	2080.00	=	N	0	0	1	\$49,749	\$59,740	\$69,731	\$52,267	\$52,267	\$52,267	\$0
GUNNISON COUNTY	IT HELPDESK TECHNICIAN	IT DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$42,490	\$51,297	\$60,104	\$51,656	\$51,656	\$51,656	\$0
LONGMONT	Device Specialist	Manager of ETS	01/2020	2080.00	=	N	0	0	4	\$55,330	\$60,863	\$66,396	\$62,090	\$63,338	\$63,338	\$63,338
THORNTON	IT Support Specialist I	IT Director	01/2020	2080.00	=	N	0	0	0	\$50,853	\$58,990	\$67,126	\$0	\$0	\$0	\$0

Average										\$48,558	\$57,697	\$66,837	\$52,918	\$60,952	\$56,775	\$59,225
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Job # M14.5 - HOMELESS NAVIGATOR

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Homeless Navigator		01/2020	2080.00	=	N	0	0	1	\$53,438	\$63,252	\$73,067	\$68,350	\$68,350	\$68,350	\$0
LAKEWOOD	Homeless Navigator		01/2020			N			0	\$46,176	\$55,401	\$64,626	\$0	\$0	\$0	\$0
THORNTON	Community Connections Coordinator	Community Connections Manager	01/2020	2080.00	=	Y	0	0	3	\$62,295	\$72,262	\$82,230	\$63,521	\$70,699	\$67,621	\$0
WESTMINSTER	Homeless Navigator		01/2020	2085.71	=	N	0	0	0	\$46,901	\$53,476	\$60,050	\$0	\$0	\$0	\$0

Average										\$52,202	\$61,098	\$69,993	\$65,936	\$69,524	\$67,986	?
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Job # B070 - HR ANALYST I

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	HR Business Partner	Director of Human Resources	01/2020	2080.00	>	Y	0	0	1	\$62,817	\$74,355	\$85,893	\$85,893	\$85,893	\$85,893	\$0
AURORA	Human Resources Analyst (AB32)	Human Resources Supervisor	01/2020	2080.00	=	Y	0	0	14	\$43,076	\$57,076	\$71,076	\$58,234	\$77,523	\$66,518	\$66,475
BROOMFIELD	Human Resources Analyst	Deputy Director	01/2020	2080.00	=	Y	0	0	0	\$60,528	\$72,488	\$84,448	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Benefits Analyst	HR Manager	02/2020	2080.00	=	N	0	0	1	\$53,304	\$64,086	\$74,869	\$62,647	\$62,647	\$62,647	\$0
COMMERCE CITY	HR Generalist	Human Resources Manager	01/2020	2080.00	=	Y	0	0	1	\$53,853	\$67,316	\$80,779	\$65,970	\$65,970	\$65,970	\$0

DENVER	HR Business Partner		03/2020	2080.00	=	Y	0	0	8	\$58,433	\$75,963	\$93,493	\$62,632	\$85,340	\$78,885	\$81,580
EVANS	HR Analyst	HR Director	01/2020	2080.00	=	N	0	0	1	\$58,092	\$72,615	\$87,138	\$69,415	\$69,415	\$69,415	\$69,415
FORT MORGAN	Human Resources Generalist	Human Resources Director	3/2020	2080.00	=	N	0	0	1	\$43,200	\$54,000	\$64,800	\$52,178	\$52,178	\$52,178	\$0
FRISCO	HUMAN RESOURCES COORDINATOR	HR Director	01/2020	2080.00			0	0	0	\$44,997	\$53,996	\$62,996	\$95,859	\$95,859	\$95,859	\$0
GLENWOOD SPRINGS	HR Analyst	HR Director	01/2020	2080.00	=	N	0	0	0	\$56,856	\$68,238	\$79,619	\$55,378	\$55,378	\$55,378	\$0
GUNNISON	Human Resource Generalist	Finance Director	01/2020	2080.00	=	N	0	0	1	\$48,100	\$56,500	\$64,900	\$62,100	\$62,100	\$62,100	\$0
LAFAYETTE	Human Resources Analyst	Human Resources Manager	01/2020	2080.00	=	Y	0	0	2	\$54,022	\$67,528	\$81,033	\$54,018	\$76,315	\$65,166	\$65,166
LAKEWOOD	HR Business Partner		01/2020	2080.00	=	Y	0	0	2	\$55,848	\$66,986	\$78,125	\$65,645	\$66,498	\$66,071	\$0
LOUISVILLE	Human Resources Analyst	Director of Human Resources	02/2020	0.00	=	Y	0	0	0	\$57,304	\$66,539	\$75,774	\$0	\$0	\$0	\$0
LOVELAND	HR Analyst	Human Resources Manager	01/2020	2080.00	=	N	0	0	1	\$45,600	\$55,800	\$66,000	\$56,243	\$56,243	\$56,243	\$0
LYONS	Human Resources/Assistant	Town/City Clerk	01/2020	2080.00	=	N	0	0	0	\$45,001	\$55,001	\$65,001	\$45,676	\$65,976	\$45,960	\$0
NORTHGLENN	Human Resources Analyst	Director of Management Services	01/2020	2080.00	=	N	0	0	1	\$55,100	\$67,500	\$79,900	\$71,510	\$71,510	\$71,510	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$57,978	\$68,848	\$79,719	\$71,511	\$71,511	\$0	\$0
THORNTON	Human Resources Analyst I	Senior Human Resources Analyst	01/2020	2080.00	=	Y	0	0	0	\$62,295	\$72,262	\$82,230	\$0	\$0	\$0	\$0
WESTMINSTER	Human Resources Analyst	Human Resources Administrator II	01/2020	2085.00	=	Y	0	0	2	\$67,213	\$75,614	\$84,016	\$70,000	\$79,813	\$74,907	\$74,907
WHEAT RIDGE	Human Resources Analyst	Human Resources Manager	01/2020	2080.00	=	Y	0	0	1	\$46,435	\$58,044	\$69,652	\$69,034	\$69,034	\$69,034	\$0
WINDSOR	Human Resources Generalist	HR Manager	02/2020	2080.00	=	N	0	0	1	\$50,600	\$62,000	\$73,400	\$52,728	\$52,728	\$52,728	\$0
Average										\$53,666	\$65,125	\$76,585	\$64,562	\$69,575	\$66,470	\$71,509

#### Job # B071 - HR ANALYST II

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Senior HR Business Partner	Director of Human Resources	01/2020	2080.00	>	Y	0	0	1	\$76,702	\$90,789	\$104,877	\$104,877	\$104,877	\$104,877	\$0
AURORA	Human Resources Program Analyst (AC32)	Human Resources Manager	01/2020	2080.00	=	Y	0	0	2	\$47,384	\$62,784	\$78,183	\$89,274	\$91,733	\$90,504	\$90,504
BLACK HAWK	HR Analyst SR	Administrative Services Director		0.00	=	N	0	0	0	\$78,753	\$90,566	\$102,379	\$0	\$0	\$0	\$0
BRECKENRIDGE	Human Resources Analyst	Human Resources Generalist III	01/01/20	2080.00	=	Y	1	1	1	\$45,300	\$55,500	\$65,700	\$59,000	\$59,000	\$59,000	\$0
BRIGHTON	HR Analyst II		03/2020	2080.00	=	Y	0	0	1	\$68,157	\$80,766	\$93,375	\$92,953	\$92,953	\$92,953	\$0
CHERRY HILLS VILLAGE	Human Resources Analyst	Director of Finance and Administration	01/2020	2080.00	=	N	0	0	1	\$66,128	\$80,293	\$94,458	\$87,255	\$87,255	\$87,255	\$0
COLORADO SPRINGS	Senior Analyst/HR	HR Manager	02/2020	2080.00	=	Y	0	0	2	\$63,332	\$76,142	\$88,953	\$76,020	\$76,560	\$76,290	\$0
DENVER	HR Business Partner Senior		03/2020	2080.00	=	Y	0	0	24	\$66,775	\$86,808	\$106,840	\$77,625	\$101,024	\$91,702	\$92,447
ENGLEWOOD	Human Resources Analyst	Human Resources Manager	01/2019	2080.00	=	Y	0	0	3	\$63,085	\$77,330	\$91,575	\$62,000	\$69,300	\$65,567	\$0
FORT COLLINS	Partner, Human Resources	Director, Human Capital Management	01/2020	2080.00	=	Y	0	0	4	\$55,472	\$73,962	\$92,453	\$79,750	\$84,458	\$81,070	\$77,598
GOLDEN	Human Resource Analyst	Human Resources Director	1/2020	2080.00	=	Y	0	0	2	\$63,800	\$78,100	\$92,400	\$69,000	\$75,000	\$72,000	\$0
GRAND JUNCTION	Human Resources Analyst	HR Supervisor	01/2020	2080.00	=	Y	0	0	2	\$62,305	\$74,766	\$87,227	\$62,316	\$77,812	\$70,064	\$0
GREELEY	HUMAN RESOURCES ANALYST	Human Resources Director	01/2020	2080.00	=	Y	0	0	3	\$63,854	\$76,625	\$89,395	\$65,642	\$70,392	\$68,114	\$0
GREENWOOD VILLAGE	Human Resource Analyst		01/2020	2080.00	=	N	0	0	1	\$59,259	\$71,912	\$84,564	\$66,684	\$66,684	\$66,684	\$0
LAFAYETTE			01/2020	2080.00		N	0	0	0	\$61,827	\$77,284	\$92,741	\$0	\$0	\$0	\$0
LAKEWOOD	Sr HR Business Partner	Personnel Manager	01/2020	2080.00	=	Y	0	0	1	\$67,538	\$81,026	\$94,515	\$81,390	\$81,390	\$81,390	\$0
LOUISVILLE	Senior Human Resources Analyst	Director of Human Resources	02/2020	2080.00	=	Y	0	0	1	\$67,038	\$77,844	\$88,649	\$88,649	\$88,649	\$88,649	\$0
MONTROSE	Human Resources Generalist/Safety Coordinator	Human Resources Director	01/2020	2080.00	=	Y	0	0	1	\$55,985	\$67,792	\$79,598	\$54,745	\$69,379	\$62,682	\$0
MOUNTAIN VILLAGE	HR & Housing Coordinator	Director Human Resources	01/2020	2080.00	=	N	0	0	1	\$50,618	\$59,478	\$68,337	\$57,564	\$57,564	\$57,564	\$0
NORTHGLENN	SR. Human Resources Analyst	Director of Management Services	01/2020	2080.00	=	Y	0	0	1	\$66,600	\$81,580	\$96,560	\$70,096	\$70,096	\$70,096	\$0
OURAY	Human Resources Manager	Finance & Administrative Director	01/2020	2080.00	<	Y	0	0	1	\$61,588	\$73,905	\$86,223	\$66,431	\$66,431	\$66,431	\$0
PUEBLO	HR ANALYST	DIRECTOR/HUMAN RESOURCES	01/2020	2085.00	<	Y	0	0	2	\$48,729	\$57,956	\$67,184	\$54,238	\$63,682	\$58,960	\$0
SUMMIT COUNTY	Generalist	HR Director	07/2019	2080.00	=	Y	0	0	2	\$54,898	\$67,250	\$79,603	\$59,740	\$62,844	\$61,292	\$0
WESTMINSTER	Senior Human Resources Analyst	Human Resources Manager	01/2020	2085.00	=	Y	4	4	6	\$77,673	\$87,382	\$97,092	\$92,428	\$97,092	\$95,156	\$95,424
WHEAT RIDGE	Human Resources Analyst, Sr.	Human Resources Manager	01/2020	2080.00	=	Y	0	0	1	\$59,428	\$71,356	\$83,285	\$85,594	\$85,594	\$85,594	\$0
Average										\$62,089	\$75,168	\$88,247	\$74,055	\$78,251	\$76,256	\$88,993

#### Job # B069 - HR TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Human Resources Technician (BA32)	Human Resources Supervisor	01/2020	2080.00	=	N	0	0	2	\$29,573	\$37,298	\$45,024	\$44,283	\$51,117	\$47,700	\$47,700
BLACK HAWK	Senior HR Analyst	Administrative Services Director		0.00	=	N	0	0	0	\$78,753	\$90,566	\$102,379	\$0	\$0	\$0	\$0
BRIGHTON	Human Resource Technician	Director of Human Resources	03/2020	2080.00	=	N	0	0	1	\$42,209	\$50,018	\$57,827	\$42,209	\$42,209	\$42,209	\$0
BROOMFIELD	Human Resources Technician	Human Resources manager	01/2020	2080.00	=	N	0	0	3	\$47,424	\$55,224	\$63,024	\$49,920	\$52,832	\$51,376	\$0
CASTLE ROCK	HR TECHNICIAN	HR Manager	01/2020	2080.00	=	N	0	0	1	\$50,877	\$59,790	\$68,702	\$0	\$0	\$0	\$0

CENTRAL CITY	ACCOUNTING/HR CLERK	CITY CLERK	01/2020	2080.00	=	N	0	0	0	\$36,618	\$43,026	\$49,434	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Administrative Technician	Human Resources Manager	02/2020	2080.00	=	N	0	0	3	\$43,440	\$52,227	\$61,014	\$48,396	\$51,904	\$50,561	\$0
COMMERCE CITY	HR Technician	HR Manager	01/2020	2080.00	=	N	0	0	1	\$42,293	\$52,866	\$63,439	\$47,840	\$47,840	\$47,840	\$0
CRESTED BUTTE	HR Tech/Finance Assistant	Finance Director	01/2020	2080.00	=	N	0	0	1	\$47,501	\$55,046	\$62,590	\$51,126	\$51,126	\$51,126	\$0
CRIPPLE CREEK	HR/Risk Management Technician	HR/Risk Management Director	01/2020	2080.00	=	N	0	0	1	\$36,402	\$42,826	\$49,250	\$46,637	\$46,637	\$46,637	\$0
DENVER	HR Technician II		03/2020	2080.00	=	N	0	0	22	\$47,861	\$58,864	\$69,867	\$53,497	\$69,867	\$61,702	\$61,341
ERIE	Human Resources Administrative Coordinator	Human Resources Operations Manager	02/2020	2080.00	=	N	0	0	1	\$61,342	\$73,610	\$85,879	\$64,879	\$64,879	\$64,879	\$0
FORT COLLINS	Sr Coordinator, HRIS		01/2020	2080.00	=	Y	0	0	1	\$45,501	\$56,876	\$68,252	\$61,916	\$61,916	\$61,916	\$55,192
FORT LUPTON	HR Coordinator	HR Director	02/2020	2080.00	=	N	0	0	1	\$45,760	\$54,912	\$64,064	\$47,133	\$47,133	\$47,133	\$0
FORT MORGAN	Human Resources Specialist	Human Resources Director	3/2020	2080.00	=	N	0	0	1	\$36,000	\$45,000	\$54,000	\$39,634	\$39,634	\$39,634	\$0
FOUNTAIN	HR GENERALIST	HR Manager	02/2020	2080.00	=	N	0	0	2	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$0
GOLDEN	Human Resource Technician	Human Resources Director	1/2020	2080.00	=	N	0	0	1	\$41,700	\$50,000	\$58,300	\$49,088	\$49,088	\$49,088	\$0
GREELEY	HUMAN RESOURCES TECH	Human Resources Director	01/2020	2080.00	=	Y	0	2	1	\$47,903	\$57,484	\$67,065	\$40,539	\$40,539	\$40,539	\$0
GREENWOOD VILLAGE				2080.00	=	N	0	0	1	\$43,611	\$52,269	\$60,927	\$45,344	\$0	\$0	\$0
GUNNISON COUNTY	HR SPECIALIST	HR MANAGER	01/2020	2080.00	=	N	0	0	1	\$42,490	\$51,297	\$60,104	\$51,656	\$51,656	\$51,656	\$0
LAFAYETTE	Human Resource Technician	HR Director	01/2020	1020.00					1	\$16	\$20	\$23	\$18	\$18	\$18	\$18
LONGMONT	HR Administrator	CHRO	01/2020	2080.00	=	N	0	0	0	\$51,883	\$57,072	\$62,260	\$57,648	\$57,648	\$57,648	\$57,648
LOUISVILLE	Human Resources Technician	Director of Human Resources	02/2020	2080.00	=	N	0	0	1	\$43,534	\$50,554	\$57,574	\$57,574	\$57,574	\$57,574	\$0
LOVELAND	Human Resources Technician	Human Resources Manager	01/2020	2080.00	=	N	0	0	2	\$41,300	\$50,600	\$59,900	\$47,257	\$51,292	\$49,275	\$0
MONTE VISTA	HUMAN RESOURCE/RISK MANAGER	City Manager	01/2020	2080.00	=	N	0	0	1	\$50,040	\$60,120	\$70,200	\$57,304	\$57,304	\$57,304	\$0
MONTROSE	Human Resources Generalist	HR Director	01/2020	2080.00	=	N	0	0	0	\$53,911	\$65,158	\$76,404	\$49,952	\$64,197	\$59,054	\$0
NORTHGLENN	Human Resources Technician	Director of Management Services	01/2020	2080.00	=	N	0	0	1	\$43,300	\$53,000	\$62,700	\$56,326	\$56,326	\$56,326	\$0
PARKER	HR Technician		01/2019	2080.00		N	0	0	1	\$41,700	\$50,000	\$58,300	\$43,680	\$43,680	\$43,680	\$0
ROCKY FORD	HR ANALYST/PAYROLL TECHNICIAN	City Manager	01/2020	2080.00	=	Y	0	0	1	\$32,320	\$43,309	\$54,298	\$0	\$0	\$0	\$0
SILVERTHORNE	HR Assistant	Human Resources Manager	01/2020	1664.00		N	0	0	1	\$36,200	\$42,233	\$48,266	\$38,606	\$38,606	\$38,606	\$0
STERLING	HR Assistant	HR Director	01/2020	2080.00	=	N	1	1	1	\$44,369	\$55,379	\$66,390	\$44,391	\$44,391	\$44,391	\$0
VAIL	Admin. Tech HR		01/2020	2080.00	=	N	0	0	1	\$45,686	\$54,363	\$63,041	\$46,800	\$46,800	\$46,800	\$0
WESTMINSTER	Human Resources Specialist	Human Resources Analyst	01/2020	2085.00	=	N	0	0	2	\$54,211	\$61,800	\$69,390	\$56,956	\$64,440	\$60,698	\$60,698
WINDSOR	HUMAN RESOURCES ADMIN SPECIALIST	HUMAN RESOURCES MANAGER	02/2020	2080.00	=	N	0	0	1	\$40,400	\$48,500	\$56,600	\$40,400	\$40,400	\$40,400	\$0

**Average** **\$43,895** **\$52,583** **\$61,270** **\$47,608** **\$50,313** **\$49,050** **\$47,100**

**Job # M19 - HUMAN RESOURCES DIRECTOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Human Resources & Risk Manager	City Manager	01/2020	2080.00	=	N	0	0	1	\$57,266	\$70,152	\$83,039	\$57,847	\$57,847	\$57,847	\$57,847
ARVADA	Director of Human Resources	Deputy City Manager	01/2020	2080.00	=	Y	8	5	1	\$132,560	\$156,468	\$180,375	\$164,614	\$164,614	\$164,614	\$0
ASPEN	Human Resources Director	City Manager	01/2019	2080.00	=	Y	3	3	1	\$115,154	\$138,472	\$161,791	\$142,750	\$142,750	\$142,750	\$0
AURORA	DIRECTOR OF HUMAN RESOURCES (AC22)	Deputy City Manager	01/2020	2080.00	=	Y	34	3	1	\$70,988	\$94,060	\$117,131	\$169,744	\$169,744	\$169,744	\$169,744
AVON	DIRECTOR, HUMAN RESOURCES & RISK MANAGEMENT	Town Manager	01/2020	2080.00	=	Y	2	1	1	\$104,470	\$130,064	\$155,659	\$139,791	\$139,791	\$139,791	\$0
BRECKENRIDGE	Director of Human Resources	Assistant Town Manager	01/01/20	2080.00	=	Y	4	2	1	\$100,700	\$125,900	\$151,100	\$139,147	\$139,147	\$139,147	\$0
BROOMFIELD	Director of Human Resources	Assistant City & County Manager	01/2020	2080.00	=	Y	9	3	1	\$127,296	\$149,760	\$172,224	\$150,821	\$150,821	\$150,821	\$0
CANON CITY	Human Resources Director		01/2019	2080.00	=	Y	0	0	1	\$75,567	\$88,902	\$102,236	\$75,567	\$75,567	\$75,567	\$0
COLORADO SPRINGS	Human Resources Director	Chief Financial Officer	02/2020	2080.00	=	Y	16	4	1	\$161,213	\$193,824	\$226,434	\$184,000	\$184,000	\$184,000	\$0
COMMERCE CITY	Director of HR	Deputy City Manager	01/2020	2080.00	=	Y	7	3	1	\$103,201	\$139,321	\$175,441	\$136,500	\$136,500	\$136,500	\$0
CORTEZ	Human Resources Director	City Manager	01/2020	2080.00	=	Y	1	0	1	\$68,494	\$85,602	\$102,710	\$82,264	\$82,264	\$82,264	\$0
CRIPPLE CREEK	Human Resources/Risk Management Director	City Administrator	01/2020	2080.00	=	Y	1	1	1	\$62,260	\$73,248	\$84,235	\$83,819	\$83,819	\$83,819	\$0
DELTA	Human Resources Director	City Manager	01/2020	2080.00	=	Y	1	0	1	\$0	\$0	\$0	\$96,205	\$96,205	\$96,205	\$0
DELTA COUNTY	HR Administrator		01/2020	2080.00	=	N	0	0	1	\$70,745	\$84,928	\$99,111	\$86,700	\$86,700	\$86,700	\$0
DURANGO	Human Resources Director	Assistant City Manager	01/2020	2080.00	=	Y	3	3	1	\$117,914	\$141,497	\$165,080	\$117,914	\$117,914	\$117,914	\$0
ERIE	Human Resources Director	Deputy Town Administrator	02/2020	2080.00	=	N	2	0	1	\$117,659	\$141,191	\$164,723	\$127,313	\$127,313	\$127,313	\$0
EVANS	Human Resources & Risk Management Director	City Manager	01/2020	2080.00	=	Y	1	0	1	\$87,035	\$108,871	\$130,707	\$110,771	\$110,771	\$110,771	\$110,771
FEDERAL HEIGHTS	HUMAN RESOURCE Manager	City Manager	01/2020	2080.00	=	Y	1	1	1	\$68,096	\$82,894	\$97,693	\$82,888	\$82,888	\$82,888	\$0
FIRESTONE	Human Resources Director	Town Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$136,500	\$136,500	\$136,500	\$136,500
FORT COLLINS	Chief Human Resources Officer		01/2020	2080.00	=	N	0	0	1	\$116,967	\$155,956	\$194,946	\$164,800	\$164,800	\$164,800	\$148,227
FORT LUPTON	Human Resources Director	City Administrator	02/2020	2080.00	=	N	0	0	1	\$80,000	\$100,000	\$120,000	\$99,653	\$99,653	\$99,653	\$0
FORT MORGAN	Director of Human Resources and Risk Management	City Manager	3/2020	2080.00	>	Y	1	1	1	\$73,400	\$91,700	\$110,000	\$94,855	\$94,855	\$94,855	\$0
FREDERICK	HR Director	Deputy Town Manager	01/2020	2080.00	=	Y	0	0	1	\$93,000	\$113,460	\$133,920	\$106,786	\$106,786	\$106,786	\$0
FRUITA	Human Resource Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$87,555	\$95,280	\$103,006	\$82,095	\$82,095	\$82,095	\$0
GLENWOOD SPRINGS	Human Resources Director	City Manager	01/2020	2080.00	=	Y	0	2	1	\$77,868	\$95,337	\$112,806	\$95,481	\$95,481	\$95,481	\$0
GOLDEN	Human Resources Director	City Manager	1/2020	2080.00	=	Y	0	0	1	\$132,200	\$165,300	\$198,400	\$150,600	\$150,600	\$150,600	\$0
GRAND	Human Resources Director	City Manager	01/2020	2080.00	=	Y	9	4	1	\$0	\$0	\$0	\$122,580	\$122,580	\$122,580	\$0

JUNCTION																
GREELEY	HUMAN RESOURCES DIRECTOR	City Manager	01/2020	2080.00	=	Y	8	0	1	\$116,480	\$145,600	\$174,720	\$137,093	\$137,093	\$137,093	\$0
GYPSUM	Human Resources Director	Town Manager	01/2020	2080.00	=	N	6	0	1	\$0	\$0	\$0	\$117,291	\$117,291	\$117,291	\$0
LA JUNTA	HR Director/Grants/Sr. Center/Transit		01/2020	2080.00		N			1	\$42,637	\$47,231	\$51,824	\$43,842	\$43,842	\$43,842	\$0
LAFAYETTE	Human Resources Director	City Administrator	01/2020	2080.00	=	N	4	3	1	\$110,000	\$137,500	\$165,000	\$137,488	\$137,488	\$137,488	\$137,488
LAKEWOOD	Director Of Human Resources	City Manager	01/2020	2080.00	=	Y	0	0	0	\$109,886	\$151,809	\$193,731	\$0	\$0	\$0	\$0
LONGMONT	Chief Human Resources Officer	City Manager	01/2020	2080.00	=	Y	8	9	1	\$126,480	\$139,128	\$151,776	\$141,937	\$141,937	\$141,937	\$141,937
LOUISVILLE	Director of Human Resources	Deputy City Manager	02/2020	2080.00	=	Y	4	4	1	\$120,720	\$150,158	\$179,595	\$153,504	\$153,504	\$153,504	\$0
LOVELAND	Human Resources Director	City Manager	01/2020	2080.00	=	Y	0	4	1	\$107,800	\$140,100	\$172,400	\$162,406	\$162,406	\$162,406	\$0
MONTROSE	Human Resources Director	City Manager	01/2020	2080.00	=	Y	2	2	1	\$91,039	\$111,108	\$131,176	\$88,236	\$108,612	\$99,826	\$0
MOUNTAIN VILLAGE	Human Resources Director	Director of Administrative Services	01/2020	2080.00	=	Y	206	1	1	\$75,144	\$88,296	\$101,449	\$93,219	\$93,219	\$93,219	\$0
NORTHGLEN	Director of Management Services	City Manager	01/2020	2080.00	=	N	13	6	1	\$116,000	\$145,000	\$174,000	\$143,499	\$143,499	\$143,499	\$0
PALISADE	HR DIRECTOR		01/2019	2080.00	=	N	0	0	1	\$57,906	\$64,230	\$70,553	\$57,906	\$70,553	\$67,153	\$0
PARKER	Human Resources Director		01/2019	2080.00		N	0	0	0	\$106,600	\$141,200	\$175,800	\$0	\$0	\$0	\$0
PUEBLO	DIRECTOR/HUMAN RESOURCES	MAYOR	01/2020	2085.00	=	Y	6	4	1	\$104,429	\$116,038	\$127,647	\$110,753	\$110,753	\$110,753	\$0
SEVERANCE	Human Resource Director	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$75,000	\$75,000	\$75,000	\$75,000
SNOWMASS VILLAGE	HUMAN RESOURCE DIRECTOR		07/2019	2080.00					0	\$86,788	\$104,146	\$121,503	\$107,120	\$107,120	\$107,120	\$0
STERLING	HR Director	City Manager	01/2020	2080.00	=	Y	2	2	1	\$81,461	\$99,862	\$118,263	\$79,089	\$79,089	\$79,089	\$0
THORNTON	Human Resources Director	Executive Director-Management Services	01/2020	2080.00	=	Y	0	5	1	\$131,126	\$152,106	\$173,086	\$173,086	\$173,086	\$173,086	\$0
TRINIDAD	HR Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$67,675	\$67,675	\$67,675	\$0
VAIL	Human Resources/Risk Director		01/2020	2080.00	=	Y	0	0	1	\$110,077	\$137,664	\$165,252	\$144,448	\$144,448	\$144,448	\$0
WESTMINSTER	Human Resources Director	Deputy City Manager	01/2020	2085.00	=	Y	0	4	1	\$153,376	\$172,548	\$191,720	\$183,756	\$183,756	\$183,756	\$183,756
WINDSOR	Director of Human Resources/Risk Mgmt	Town Manager	02/2020	2080.00	=	Y	2	2	1	\$94,400	\$118,000	\$141,600	\$116,709	\$116,709	\$116,709	\$0
Average										\$98,697	\$120,556	\$142,415	\$117,789	\$118,491	\$118,232	\$129,030

#### Job # M19.5 - HUMAN RESOURCES MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Deputy Director of Human Resources (AD48)	Director of Human Resources	01/2020	2080.00	=	Y	14	5	1	\$57,335	\$75,968	\$94,602	\$130,810	\$130,810	\$130,810	\$130,810
AVON	MANAGER, HUMAN RESOURCES & RISK MANAGEMENT	Human Resources Director	01/2020	2080.00	<	Y	1	1	1	\$83,885	\$102,418	\$120,950	\$120,950	\$120,950	\$120,950	\$0
BRECKENRIDGE	Human Resources Generalist III	Human Resources Director	01/01/20	2080.00	=	Y	0	1	1	\$60,200	\$75,200	\$90,200	\$73,112	\$73,112	\$73,112	\$0
BRIGHTON	Assistant Director of Administrative Services		03/2020	2080.00	=	N	0	0	1	\$86,821	\$102,882	\$118,944	\$100,649	\$100,649	\$100,649	\$0
BROOMFIELD	Human Resources Manager	Director of HR	01/2020	2080.00	=	Y	5	2	1	\$79,768	\$96,668	\$113,568	\$105,976	\$105,976	\$105,976	\$0
CASTLE ROCK	HR MANAGER	Deputy Town Manger	01/2020	2080.00	=	N	0	0	1	\$91,686	\$110,022	\$128,357	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Human Resources Manager	Human Resources Director	02/2020	2080.00	=	N	0	0	4	\$101,196	\$121,666	\$142,137	\$112,494	\$123,428	\$120,178	\$0
COMMERCE CITY	HR Manager	Director of Human Resources	01/2020	2080.00	=	Y	4	4	1	\$79,244	\$106,980	\$134,715	\$100,560	\$100,560	\$100,560	\$0
DENVER	HR Manager		03/2020	2080.00	=	Y	0	0	7	\$87,200	\$113,360	\$139,520	\$90,078	\$133,260	\$116,965	\$121,107
ERIE	Human Resources Manager	Assistant to the Town Administrator	02/2020	2080.00	=	Y	1	1	1	\$76,239	\$91,486	\$106,734	\$91,846	\$91,846	\$91,846	\$0
ESTES PARK	Human Resources Manager	Town Clerk/Director of Administrative Services	01/2020	2080.00	=	Y	0	0	1	\$56,898	\$69,700	\$82,501	\$75,206	\$75,206	\$75,206	\$0
FORT COLLINS	Director, Human Resources		01/2020	2080.00	=	Y	0	0	1	\$99,915	\$133,220	\$166,526	\$133,000	\$133,000	\$133,000	\$123,962
FOUNTAIN	HR MANAGER	City Manager	02/2020	2080.00	=	N	2	2	1	\$79,219	\$96,648	\$114,076	\$80,803	\$116,358	\$96,964	\$0
FRISCO	Human Resource Manager	Finance Director	01/2020	2080.00	=	Y	0	0	1	\$86,266	\$107,832	\$129,399	\$95,859	\$95,859	\$95,859	\$0
GRAND JUNCTION	Human Resources Supervisor	Human Resources Director	01/2020	2080.00	=	Y	3	4	1	\$79,846	\$95,816	\$111,785	\$109,990	\$109,990	\$109,990	\$0
GREENWOOD VILLAGE			01/2020	2080.00		N			1	\$83,868	\$103,218	\$122,569	\$99,049	\$99,049	\$99,049	\$0
GUNNISON COUNTY	HUMAN RESOURCES MANAGER	COUNTY MANAGER	01/2020	2080.00	=	N	0	0	1	\$62,674	\$75,663	\$88,652	\$78,228	\$78,228	\$78,228	\$0
LAKEWOOD	HR Business Manager		01/2020	2080.00	=	Y	4	4	0	\$90,064	\$112,559	\$135,054	\$0	\$0	\$0	\$0
LAMAR	Human Resources Manager	City Administrator	01/2020	2080.00	=	Y	110	0	1	\$52,115	\$63,516	\$74,916	\$57,716	\$57,716	\$57,716	\$65,783
LONE TREE			01/2020	2080.00					1	\$80,800	\$101,000	\$121,200	\$88,000	\$0	\$0	\$0
LOUISVILLE	Human Resources Manager		02/2020	2080.00	=	N	0	0	1	\$78,416	\$91,062	\$103,708	\$100,380	\$100,380	\$100,380	\$0
LOVELAND	Human Resources Manager	Human Resources Director	01/2020	2080.00	=	Y	0	5	1	\$82,700	\$107,500	\$132,300	\$109,865	\$109,865	\$109,865	\$0
MONUMENT			01/2019	2080.00		N			0	\$50,274	\$60,322	\$70,370	\$66,240	\$66,240	\$66,240	\$0
OURAY	Human Resources Manager	Finance & Administrative Director	01/2020	2080.00	=	Y	0	0	1	\$61,588	\$73,905	\$86,223	\$66,432	\$66,432	\$66,432	\$0
PAGOSA SPRINGS	HR/Records Administrator	Town Clerk/Finance Director	01/2020	2080.00		N	0	0	1	\$53,117	\$63,447	\$73,777	\$55,514	\$55,514	\$55,514	\$0
PUEBLO	ASSISTANT DIRECTOR/HUMAN RESOURCES	DIRECTOR/HUMAN RESOURCES	01/2020	2085.00	=	Y	2	2	1	\$75,660	\$84,060	\$92,461	\$89,531	\$89,531	\$89,531	\$0
SILVERTHORNE	Human Resources Manager	Town Manager	01/2020	2080.00	=	Y	245	1	1	\$80,108	\$93,459	\$106,810	\$87,175	\$87,175	\$87,175	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$86,922	\$106,480	\$126,038	\$112,240	\$112,240	\$0	\$0
THORNTON	Senior Human Resources Analyst	Human Resources Director	01/2020	2080.00	=	Y	0	0	2	\$87,375	\$101,355	\$115,335	\$103,377	\$114,230	\$108,804	\$0
WELLINGTON	Human Resources Manager	Deputy Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$65,000	\$77,000	\$89,000	\$72,537	\$72,537	\$72,537	\$0
WESTMINSTER	Human Resources Manager	Human Resources Director	01/2020	2086.00	=	Y	9	6	2	\$106,835	\$120,190	\$133,544	\$133,544	\$133,544	\$133,544	\$133,544
WHEAT RIDGE	Human Resources Manager	Administrative Services Director	01/2020	2080.00	=	Y	2	2	1	\$79,983	\$100,006	\$120,028	\$112,210	\$112,210	\$112,210	\$0
WINDSOR	Human Resources Supervisor	Director of Human Resources	02/2020	2080.00	=	Y	0	2	1	\$71,500	\$97,550	\$123,600	\$72,924	\$72,948	\$72,948	\$0



Average										\$77,416	\$94,914	\$112,412	\$94,397	\$97,961	\$95,939	\$115,041
<u>Job # B046.8 - INFORMATION SECURITY MANAGER</u>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	SECURITY OPERATION ENGINEER (AI34)	CHIEF INFO SECURITY OFFICER	01/2020		<	Y	0	0	1	\$0	\$0	\$0	\$84,460	\$84,460	\$84,460	\$84,460
COLORADO SPRINGS	Cyber Security Manager		02/2020	2080.00	=	N	0	0	4	\$122,447	\$147,216	\$171,985	\$145,990	\$146,996	\$146,304	\$0
DENVER	IT Security Manager		03/2020	2080.00	=	Y	0	0	4	\$103,831	\$134,980	\$166,130	\$138,104	\$160,913	\$149,152	\$148,795
DURANGO	Infrastructure & Security Manager	Information Systems Manager	01/2020	2080.00	=	Y	2	2	1	\$80,616	\$98,754	\$116,893	\$84,635	\$84,635	\$84,635	\$0
LAKEWOOD	Information Security Officer		01/2020	2080.00		Y			1	\$98,862	\$118,862	\$138,861	\$131,997	\$131,997	\$131,997	\$0
LONGMONT	Lead Information Security Architect	Manager of ETS	01/2020	2080.00	=	Y	0	0	0	\$93,062	\$102,368	\$111,675	\$103,403	\$103,403	\$103,403	\$103,403
THORNTON	Cybersecurity Analyst	IT Director	01/2020	2080.00	=	N	0	0	0	\$96,708	\$112,181	\$127,654	\$0	\$0	\$0	\$0
WESTMINSTER	Chief Information Security Officer	Informatin Technology Director	01/2020	2086.00	=	N	0	0	1	\$103,730	\$116,696	\$129,663	\$114,148	\$114,148	\$114,148	\$114,148
Average										\$99,894	\$118,723	\$137,552	\$114,677	\$118,079	\$116,300	\$112,702

**Job # M21 - INFORMATION SERVICES DIRECTOR / MWRD IS OFFICER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	INFORMATION SYSTEM DIRECTOR		01/2020	2080.00					1	\$64,529	\$80,672	\$96,815	\$95,589	\$95,589	\$95,589	\$95,589
ARVADA	Chief Information Officer	Deputy City Manager	01/2020	2080.00	=	Y	27	5	1	\$132,560	\$156,468	\$180,375	\$172,948	\$172,948	\$172,948	\$0
ASPEN	Information Technology Director	Finance/Administrative Services Director	01/2019	2080.00	=	Y	11	0	1	\$109,254	\$131,378	\$153,502	\$129,480	\$129,480	\$129,480	\$0
AURORA	Director of Information Technology	Deputy City Manager - Administrative Services	01/2020	2080.00	=	Y	40	5	1	\$105,341	\$132,482	\$159,622	\$160,506	\$160,506	\$160,506	\$0
BRIGHTON	Director of Information Technology	City Manager	03/2020	2080.00	=	N	0	0	1	\$127,950	\$151,620	\$175,291	\$149,621	\$149,621	\$149,621	\$0
BROOMFIELD	Director of Information Technologies	Assistant City & County Manager	01/2020	2080.00	=	Y	13	4	1	\$134,056	\$157,716	\$181,376	\$155,210	\$155,210	\$155,210	\$0
BUENA VISTA	IT DIRECTOR		02/2020	2080.00	=	Y	0	0	1	\$61,147	\$72,884	\$84,620	\$73,500	\$73,500	\$73,500	\$0
CASTLE ROCK	CHIEF TECHNOLOGY OFFICER	Deputy Town Manager	01/2020	2080.00	=	Y	0	0	1	\$108,306	\$129,948	\$151,590	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Chief Information Officer	City Manager	02/2020	2080.00	=	Y	80	4	1	\$161,213	\$193,824	\$226,434	\$186,000	\$186,000	\$186,000	\$0
COMMERCE CITY	Director of Information Technology	Deputy City Manager	01/2020	2080.00	=	Y	19	4	1	\$105,484	\$142,404	\$179,324	\$145,252	\$145,252	\$145,252	\$0
DELTA COUNTY	IT Director		01/2020	2080.00	=	N	0	0	1	\$70,745	\$84,928	\$99,111	\$79,546	\$79,546	\$79,546	\$0
DURANGO	Information Systems Manager	Finance Director	01/2020	2080.00	=	Y	8	5	1	\$99,254	\$121,586	\$143,919	\$121,168	\$121,168	\$121,168	\$0
ERIE	INFORMATION SYSTEM DIRECTOR		02/2020	2080.00	=	N	0	0	1	\$117,659	\$141,191	\$164,723	\$122,164	\$122,164	\$122,164	\$0
EVANS	IT Director		01/2020	2080.00	=	N	0	0	1	\$87,035	\$108,871	\$130,707	\$109,273	\$109,273	\$109,273	\$109,273
FORT COLLINS	Chief Information Officer	Assistant City Manager	01/2020	2080.00	=	Y	0	0	1	\$111,556	\$148,742	\$185,927	\$157,000	\$157,000	\$157,000	\$145,363
FORT LUPTON	Information Technology Director	Assistant City Administrator	02/2020	2080.00	=	Y	0	0	0	\$80,000	\$100,000	\$120,000	\$116,438	\$116,438	\$116,438	\$0
FOUNTAIN	TECHNOLOGY SERVICES DIRECTOR	Utilities Director	02/2020	2080.00	=	N	9	0	1	\$87,339	\$106,554	\$125,769	\$89,086	\$128,284	\$106,903	\$10,615
GLENWOOD SPRINGS	IT Director	City Manager	01/2020	2080.00	=	Y	1	0	1	\$104,030	\$130,038	\$156,045	\$108,212	\$108,212	\$108,212	\$0
GOLDEN	Chief Innovation and Technology Officer	City Manager	1/2020	2080.00	=	Y	5	4	1	\$132,200	\$165,300	\$198,400	\$163,000	\$163,000	\$163,000	\$0
GRAND JUNCTION	Information Technology Director	Deputy City Manager	01/2020	2080.00	=	Y	21	4	1	\$104,957	\$125,948	\$146,939	\$104,957	\$104,957	\$104,957	\$0
GREELEY	DIRECTOR OF IT	Finance Director	01/2020	2080.00	<	Y	0	4	1	\$127,067	\$158,834	\$190,601	\$155,000	\$155,000	\$155,000	\$0
GREENWOOD VILLAGE	Chief Technology Officer	Administrative Services Director	01/2020	2080.00	=	N	6	0	1	\$90,694	\$110,472	\$130,251	\$107,515	\$107,515	\$107,515	\$0
GUNNISON	IT Systems Administrator	City Manager	01/2020	2080.00	=	Y	0	0	1	\$86,600	\$101,700	\$116,800	\$114,283	\$114,283	\$114,283	\$0
GUNNISON COUNTY	IT DIRECTOR	COUNTY MANAGER	01/2020	2080.00	=	N	0	0	1	\$99,893	\$120,595	\$141,297	\$134,494	\$134,494	\$134,494	\$0
LA JUNTA	Systems/IT Manager		01/2020	2080.00	=	Y			1	\$54,416	\$60,271	\$66,127	\$54,917	\$54,917	\$54,917	\$0
LAFAYETTE	Information Technology Manager	Finance Director	01/2020	2080.00	=	Y	3	3	1	\$89,057	\$111,321	\$133,585	\$129,542	\$129,542	\$129,542	\$129,542
LAMAR	Information Services Director	City Administrator	01/2020	2080.00	=	Y	1	1	1	\$52,115	\$63,516	\$74,916	\$65,815	\$65,815	\$65,815	\$65,783
LONGMONT	ETS Director	Assistant City Manager Shared Services	01/2020	2080.00	=	Y	0	0	1	\$127,457	\$140,202	\$152,948	\$143,029	\$143,029	\$143,029	\$143,029
LOUISVILLE	Director of Information Technology	Deputy City Manager	02/2020	2080.00	=	Y	3	3	1	\$103,188	\$128,346	\$153,504	\$153,504	\$153,504	\$153,504	\$0
LOVELAND	Chief Information Officer	Assistant City Manager	01/2020	2080.00	=	Y	0	3	1	\$127,200	\$165,300	\$203,400	\$148,512	\$148,512	\$148,512	\$0
MONTROSE	Information Services Director	Assistant City Manager	01/2020	2080.00	=	Y	7	7	1	\$95,293	\$117,327	\$139,361	\$90,000	\$121,897	\$108,595	\$0
NORTHGLENN	Director of Technology	City Manager	01/2020	2080.00	=	N	6	6	1	\$116,000	\$145,000	\$174,000	\$144,934	\$144,934	\$144,934	\$0
PARKER	Information Technology Dir		01/2019	2080.00	=	N	0	0	1	\$106,600	\$141,200	\$175,800	\$135,180	\$135,180	\$135,180	\$0
PUEBLO	DIRECTOR/INFORMATION TECH	MAYOR	01/2020	2085.00	=	Y	18	18	1	\$104,429	\$116,038	\$127,647	\$110,173	\$110,173	\$110,173	\$0
RIFLE	IT Director		01/2020	2080.00	=	Y			1	\$75,705	\$94,658	\$113,610	\$81,942	\$81,942	\$81,942	\$81,942
SNOWMASS VILLAGE	INFORMATION SYSTEM DIRECTOR		07/2019	2080.00	=	N			0	\$68,268	\$81,922	\$95,576	\$90,355	\$90,355	\$90,355	\$0
STERLING	Information Tech Specialist	City Manager		0.00	=	N	0	0	0	\$53,281	\$0	\$0	\$0	\$0	\$0	\$0
SUMMIT COUNTY	Information Systems Director	ASsistant County Manager - Administrative Services	07/2019	2080.00	=	Y	0	0	1	\$102,520	\$133,276	\$164,032	\$151,492	\$151,492	\$151,492	\$0
THORNTON	Information Technology Director	Executive Director-Management Services	01/2020	2080.00	=	Y	31	3	1	\$131,126	\$152,106	\$173,086	\$169,095	\$169,095	\$169,095	\$0
TRINIDAD	IT Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$77,064	\$77,064	\$77,064	\$0
VAIL	Information Services Director		01/2020	2080.00	=	Y	0	0	1	\$110,168	\$137,710	\$165,252	\$133,000	\$133,000	\$133,000	\$0

WESTMINSTER	Information Technology Director	City Manager	01/2020	2085.00	=	Y	24	5	1	\$153,376	\$172,548	\$191,720	\$159,391	\$159,391	\$159,391	\$159,391
WHEAT RIDGE	Information Services Manager	Administrative Services Director	01/2020	2080.00	=	Y	5	5	1	\$88,290	\$108,206	\$128,122	\$116,882	\$116,882	\$116,882	\$0

<b>Average</b>										<b>\$101,604</b>	<b>\$125,441</b>	<b>\$148,101</b>	<b>\$124,514</b>	<b>\$126,248</b>	<b>\$125,402</b>	<b>\$104,503</b>
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#### Job # B046.7 - INFORMATION TECHNOLOGY SECURITY SPECIALIST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	IT SECURITY SPECIALIST		01/2020	2080.00	=	Y	0	0	1	\$82,566	\$97,732	\$112,897	\$105,607	\$105,607	\$105,607	\$0
BROOMFIELD	IT Security Analyst		01/2020	2080.00					0	\$82,056	\$97,448	\$112,840	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Senior Cyber Security Analyst		02/2020	2080.00	=	N	0	0	3	\$89,397	\$107,480	\$125,564	\$104,878	\$107,557	\$106,170	\$0
DENVER	IT Security Specialist		03/2020	2080.00	=	Y	0	0	12	\$90,860	\$118,118	\$145,376	\$93,359	\$137,093	\$114,035	\$112,045
FOUNTAIN	DEPUTY TECHNOLOGY SERVICES DIRECTOR	Technology Services Director	02/2020	2080.00	=	N	6	0	1	\$79,219	\$96,648	\$114,076	\$80,803	\$116,358	\$96,964	\$96,964
LONGMONT	Security Analyst	Manager of ETS	01/2020	2080.00	=	Y	0	0	1	\$86,168	\$94,784	\$103,401	\$96,699	\$96,699	\$96,699	\$96,699
<b>Average</b>										<b>\$85,044</b>	<b>\$102,035</b>	<b>\$119,026</b>	<b>\$96,269</b>	<b>\$112,663</b>	<b>\$103,895</b>	<b>\$101,903</b>

#### Job # M21.5 - INFORMATION/RECORDS MANAGEMENT COORDINATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Records Management Coordinator	City Clerk	01/2020	2080.00	=	Y	0	0	1	\$69,413	\$82,162	\$94,912	\$76,959	\$76,959	\$76,959	\$0
GRAND JUNCTION	City Records Manager	City Clerk	01/2020	2080.00	=	Y	0	0	1	\$61,532	\$73,838	\$86,145	\$76,856	\$76,856	\$76,856	\$0
LONGMONT	Records Manager/Deputy City Clerk	Assistant City Manager	01/2020	2080.00	=	Y	0	0	1	\$71,929	\$79,122	\$86,315	\$82,334	\$82,334	\$82,334	\$82,334
THORNTON	Records Program Administrator	City Clerk	01/2020	2080.00	=	Y	0	0	0	\$78,942	\$91,573	\$104,204	\$90,857	\$90,857	\$90,857	\$0
WESTMINSTER	Information/Records Managment Coordinator	City Clerk	01/2020	2085.00	=	Y	0	0	1	\$96,493	\$108,555	\$120,617	\$120,617	\$120,617	\$120,617	\$120,617
<b>Average</b>										<b>\$75,662</b>	<b>\$87,050</b>	<b>\$98,439</b>	<b>\$89,525</b>	<b>\$89,525</b>	<b>\$89,525</b>	<b>\$101,476</b>

#### Job # P12 - INTERN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Intern	Varies	01/2020	2080.00	=	N	0	0	0	\$26,000	\$32,760	\$39,520	\$0	\$0	\$0	\$0
BUENA VISTA	INTERN		01/2020	2080.00	=	N	0	0	0	\$34,424	\$41,032	\$47,639	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Intern		02/2020	2080.00	=	N	0	0	6	\$24,960	\$32,240	\$39,520	\$24,960	\$33,280	\$28,427	\$0
DENVER	Professional Technical Intern		03/2020	2080.00	=	N	0	0	25	\$41,496	\$44,106	\$46,717	\$42,744	\$46,717	\$45,491	\$45,386
GREELEY	Intern I	variable	01/2020	2080.00	=	N	0	0	6	\$25,418	\$34,819	\$44,221	\$26,000	\$40,040	\$33,193	\$0
PALISADE	INTERN		01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$35,668	\$35,668	\$35,668	\$0
<b>Average</b>										<b>\$30,460</b>	<b>\$36,991</b>	<b>\$43,523</b>	<b>\$32,343</b>	<b>\$38,926</b>	<b>\$35,695</b>	<b>\$45,386</b>

#### Job # M21.6 - IT MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AVON	INFORMATION TECHNOLOGY MANAGER	Finance Director	01/2020	2080.00	<	Y	1	1	1	\$86,312	\$106,556	\$126,799	\$126,799	\$126,799	\$126,799	\$0
BLACK HAWK	INFORMATION SYSTEM MANAGER		01/2020	0.00		N			1	\$104,768	\$120,484	\$136,199	\$0	\$0	\$0	\$0
BRECKENRIDGE	IT Manager	Director of Finance & IT	01/01/20	2080.00	=	N	0	0	1	\$66,400	\$83,000	\$99,600	\$97,060	\$97,060	\$97,060	\$0
BROOMFIELD	IT Operations Manager	Director of IT	01/2020	2080.00	=	Y	20	3	1	\$106,288	\$132,600	\$158,912	\$137,218	\$137,218	\$137,218	\$0
COLORADO SPRINGS	Information Systems Manager		02/2020	2080.00	=	N	0	0	1	\$101,196	\$121,666	\$142,137	\$111,000	\$111,000	\$111,000	\$0
COMMERCE CITY	IT Manager	Director of Information Technology	01/2020	2080.00	=	Y	0	0	1	\$86,393	\$116,631	\$146,869	\$111,000	\$111,000	\$111,000	\$0
DENVER	IT Director		03/2020	2080.00	=	Y	0	0	13	\$126,841	\$164,894	\$202,946	\$145,762	\$181,615	\$165,768	\$165,067
ESTES PARK	IT Manager	Utilities Director	01/2020	2080.00	=	Y	3	3	0	\$85,420	\$104,640	\$123,859	\$118,540	\$118,540	\$118,540	\$0
FOUNTAIN	DEPUTY TECHNOLOGY SERVICES DIRECTOR	Technology Services Director	02/2020	2080.00	=	N	5	0	1	\$79,219	\$96,648	\$114,076	\$80,803	\$116,358	\$96,964	\$0
GOLDEN	IT Manager	Chief Innovation and Technology Officer	1/2020	2080.00	=	N	0	0	2	\$90,800	\$113,500	\$136,200	\$90,800	\$111,384	\$101,092	\$0
LA JUNTA	Systems/IT Manager		01/2020	2080.00		Y			1	\$54,416	\$60,271	\$66,127	\$54,917	\$54,917	\$54,917	\$0
LONE TREE	Information Technology Manager	Deputy City Manager	01/2020	2080.00	=	Y	2	2	1	\$80,800	\$101,000	\$121,200	\$98,325	\$0	\$0	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$86,922	\$106,480	\$126,038	\$120,000	\$120,000	\$0	\$0
WESTMINSTER	Information Systems Manager	Informatin Technology Director	01/2020	2080.00	=	Y	5	5	1	\$114,848	\$129,204	\$143,560	\$143,560	\$143,560	\$143,560	\$143,560
WHEAT RIDGE	IT Manager	Deputy City Manager	01/2020	2080.00	=	Y	4	4	1	\$80,759	\$93,552	\$106,344	\$113,478	\$113,478	\$113,478	\$0
WINDSOR	INFORMATION SYSTEM MANAGER		02/2020	2080.00		N			1	\$82,400	\$103,000	\$123,600	\$104,550	\$104,550	\$104,550	\$0
<b>Average</b>										<b>\$89,611</b>	<b>\$109,633</b>	<b>\$129,654</b>	<b>\$110,254</b>	<b>\$117,677</b>	<b>\$113,996</b>	<b>\$154,314</b>

**Job # B044.6 - IT PROJECT MANAGER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Project and Innovation Manager/Project Specialist	Director of Communications & Governmental Affairs	01/2020	2080.00	<	Y	0	0	1	\$76,752	\$92,196	\$107,640	\$77,397	\$77,397	\$77,397	\$0
COLORADO SPRINGS	IT Project Manager		02/2020	2080.00	=	N	0	0	4	\$82,015	\$98,605	\$115,195	\$91,000	\$98,866	\$95,008	\$0
COMMERCE CITY	IT Project Manager	IT Manager	01/2020	2080.00	=	Y	0	0	1	\$76,758	\$95,947	\$115,136	\$94,865	\$94,865	\$94,865	\$0
DENVER	IT Project Manager II		03/2020	2080.00	=	Y	0	0	7	\$84,995	\$110,494	\$135,992	\$87,856	\$116,837	\$106,095	\$106,640
FREDERICK	Enterprise Technology Systems Manager	Deputy Town Manager	01/2020	2080.00	=	Y	0	0	1	\$86,400	\$105,408	\$124,416	\$99,027	\$99,027	\$99,027	\$0
LAKEWOOD	Project Manager		01/2020	2080.00		Y			1	\$81,682	\$98,030	\$114,379	\$103,688	\$103,688	\$103,688	\$0
WINDSOR	IT Supervisor	IT Manager	01/2020	2080.00	=	N	4	0	1	\$64,000	\$78,400	\$92,800	\$76,890	\$76,890	\$76,890	\$0
Average										\$78,943	\$97,011	\$115,080	\$90,103	\$95,367	\$93,281	\$106,640

**Job # B044.7 - IT PROJECT MANAGER, SENIOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COLORADO SPRINGS	IT Project Manager		02/2020	2080.00	=	N	0	0	2	\$89,397	\$107,480	\$125,564	\$101,454	\$112,891	\$107,173	\$0
DENVER	IT Project Manager III		03/2020	2080.00	=	Y	0	0	11	\$97,129	\$126,268	\$155,406	\$118,058	\$141,781	\$132,618	\$132,533
FOUNTAIN	SENIOR TECHNOLOGY ANALYST	Deputy Technology Services Director	02/2020	2080.00	=	N	0	0	1	\$68,433	\$83,488	\$98,543	\$69,802	\$100,514	\$83,761	\$0
GLENWOOD SPRINGS	Assistant Director of Broadband		01/2020	2080.00	=	N	0	0	0	\$77,868	\$86,602	\$95,337	\$84,000	\$84,000	\$84,000	\$0
LAKEWOOD	Sr Project Manager		01/2020	2080.00		Y			1	\$98,862	\$118,862	\$138,861	\$123,594	\$123,594	\$123,594	\$0
WESTMINSTER	IT Services Administrator	Information Technology Director	01/2020	2086.00	=	N	0	0	1	\$103,730	\$116,696	\$129,663	\$129,663	\$129,663	\$129,663	\$129,663
Average										\$89,237	\$106,566	\$123,896	\$104,428	\$115,407	\$110,135	\$131,098

**Job # B040.1 - IT TECHNICIAN I**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRECKENRIDGE	IT Coordinator	IT Manager	01/01/20	2080.00	=	Y	0	0	2	\$54,200	\$67,800	\$81,400	\$91,598	\$91,598	\$91,598	\$0
BROOMFIELD	Customer Success Specialist I	Customer Success Supervisor	01/2020	2080.00	=	N	0	0	0	\$51,792	\$60,008	\$68,224	\$0	\$0	\$0	\$0
DENVER	IT Technician I		03/2020	2080.00	=	N	0	0	3	\$40,789	\$50,170	\$59,550	\$45,365	\$59,550	\$51,612	\$49,920
ESTES PARK	IT Support Specialist I	Information Technology Manager	01/2020	2080.00	=	N	0	0	1	\$45,531	\$53,499	\$61,467	\$47,359	\$47,359	\$47,359	\$0
EVANS	IT Support Analyst		01/2020	2080.00	=	N	0	0	0	\$45,011	\$55,156	\$65,302	\$49,827	\$49,827	\$49,827	\$49,827
LAFAYETTE	Information Technology Specialist I	Information Technology Manager	01/2020	2080.00	=	N	0	0	2	\$45,611	\$57,014	\$68,416	\$45,968	\$53,560	\$49,764	\$0
THORNTON	Technical Support Specialist I	Technical Services Supervisor	01/2020	2080.00	=	N	0	0	4	\$54,412	\$63,118	\$71,824	\$57,498	\$64,633	\$60,349	\$0
WINDSOR	IT Analyst	IT MANAGER	02/2020	2080.00	=	Y	0	0	2	\$45,000	\$54,000	\$63,000	\$45,000	\$45,000	\$45,000	\$0
Average										\$47,793	\$57,596	\$67,398	\$54,659	\$58,789	\$56,501	\$49,873

**Job # B040.2 - IT TECHNICIAN II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	IT TECHNICIAN II		01/2020	2080.00					1	\$45,551	\$55,792	\$66,034	\$53,934	\$53,934	\$53,934	\$53,934
ARVADA	Computer Support Specialist	Service Desk Manager	01/2020	2080.00	=	N	0	0	3	\$53,438	\$63,253	\$73,068	\$73,068	\$73,068	\$73,068	\$0
ASPEN	IT Support Coordinator		01/2019	2080.00	=	Y	0	0	1	\$58,123	\$69,893	\$81,663	\$80,059	\$80,059	\$80,059	\$0
AURORA	Technology Support Specialist	Client Services Manager	01/2020	2080.00	=	N	0	0	3	\$35,600	\$47,170	\$58,741	\$47,634	\$49,400	\$48,382	\$0
AVON	HELP DESK TECHNICIAN	IT Administrator	01/2020	2080.00	<	N	0	2	1	\$56,735	\$69,631	\$82,527	\$82,527	\$82,527	\$82,527	\$0
BROOMFIELD	Customer Success Specialist II	Customer Success Supervisor	01/2020	2080.00	=	N	0	0	1	\$53,144	\$63,180	\$73,216	\$57,200	\$57,200	\$57,200	\$0
COMMERCE CITY	IT Technician	IT Service Desk Supervisor	01/2020	2080.00	=	N	0	0	2	\$43,741	\$54,676	\$65,611	\$46,000	\$50,674	\$48,337	\$0
DENVER	IT Technician II		03/2020	2080.00	=	N	0	0	19	\$46,613	\$57,336	\$68,058	\$50,960	\$75,400	\$60,148	\$60,395
ENGLEWOOD	Technical Support Specialist I	Technical Services Manager	01/2019	2080.00	=	N	0	0	3	\$37,342	\$44,770	\$52,198	\$48,214	\$57,733	\$53,648	\$0
ERIE	Media Specialist	Information Technology Director	02/2020	2080.00	=	N	0	0	1	\$47,066	\$54,362	\$61,657	\$48,963	\$48,963	\$48,963	\$0
ESTES PARK	IT Support Specialist II	Information Technology Manager	01/2020	2080.00	=	N	0	0	1	\$52,425	\$61,599	\$70,773	\$58,760	\$58,760	\$58,760	\$0
FORT MORGAN	IT Technician	Network Administrator	3/2020	2080.00	=	N	0	0	1	\$34,200	\$41,850	\$49,500	\$48,963	\$48,963	\$48,963	\$0
GOLDEN	Technical Support Specialist	IT Manager	1/2020	2080.00	=	N	0	0	2	\$50,200	\$61,500	\$72,800	\$56,000	\$60,049	\$58,024	\$0
GRAND JUNCTION	IT Support Specialist	IT Supervisor	01/2020	2080.00	<	N	0	0	2	\$49,817	\$59,780	\$69,743	\$62,212	\$62,212	\$62,212	\$0
GREELEY	IT TECHNICIAN	Application Support Specialist	01/2020	2080.00	=	N	0	0	1	\$39,790	\$48,692	\$57,595	\$47,611	\$47,611	\$47,611	\$0
GREENWOOD VILLAGE	Service Desk Technician	Chief Technology Officer	01/2020	2080.00	=	N	0	0	1	\$49,272	\$59,086	\$68,900	\$49,275	\$49,275	\$49,275	\$0
LAFAYETTE	Information Technology Specialist II		01/2020	2080.00						\$60,395	\$75,494	\$90,593	\$0	\$0	\$0	\$0
LAKEWOOD	Service Desk Technician		01/2020	2080.00		N			0	\$41,974	\$50,367	\$58,760	\$0	\$0	\$0	\$0

LAMAR	IT Support Services Specialist	Informational Services Director	01/2020	2080.00	=	N	0	0	1	\$37,037	\$45,139	\$53,241	\$41,777	\$41,777	\$41,777	\$46,751
LONE TREE	IT Support Administrator	IT Manager	01/2020	2080.00	=	Y	0	0	1	\$48,200	\$59,000	\$69,800	\$68,469	\$0	\$0	\$0
LOUISVILLE	IT Support Specialist	Director of Information Technology	02/2020	2080.00	=	N	0	0	0	\$50,939	\$59,155	\$67,371	\$0	\$0	\$0	\$0
LOVELAND	Help Desk Technician	Infrastructure Services Manager	01/2020	2080.00	=	N	0	0	1	\$41,300	\$50,600	\$59,900	\$58,406	\$58,406	\$58,406	\$0
MONTROSE	Technical Support Specialist	Information Services Director	01/2020	2080.00	=	N	0	0	2	\$47,549	\$57,643	\$67,737	\$45,000	\$54,777	\$51,163	\$0
MONUMENT			01/2019	2080.00		N			0	\$49,978	\$56,450	\$62,923	\$66,240	\$66,240	\$66,240	\$0
NORTHGLENN	Tech Support Specialist II	Director of Technology	01/2020	2080.00	=	N	0	0	1	\$47,300	\$58,000	\$68,700	\$60,986	\$60,986	\$60,986	\$0
SILVERTHORNE	IS Technician	Network Administrator	01/2020	2080.00	>	N	0	0	1	\$54,879	\$64,022	\$73,165	\$55,724	\$55,724	\$55,724	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$45,437	\$55,660	\$65,883	\$54,769	\$54,769	\$0	\$0
SUMMIT COUNTY	Service Support Analyst	IS Director	07/2019	2080.00	=	N	0	0	1	\$49,908	\$61,137	\$72,366	\$63,436	\$63,436	\$63,436	\$0
WESTMINSTER	Technical Support Specialist	Software Engineering Manager	01/2020	2086.00	=	Y	0	0	2	\$54,211	\$61,800	\$69,390	\$66,051	\$66,051	\$66,051	\$66,051
WHEAT RIDGE	Help Desk Technician	IT Manager	01/2020	2080.00	=	N	0	0	1	\$33,761	\$40,470	\$47,180	\$46,380	\$46,380	\$46,380	\$0
Average										\$47,198	\$56,917	\$66,636	\$56,986	\$58,630	\$57,651	\$56,783

#### Job # B040.3 - IT TECHNICIAN III

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	IT Network Administrator		01/2019	2080.00	=	Y	0	0	1	\$58,123	\$69,893	\$81,663	\$0	\$0	\$0	\$0
BROOMFIELD	Customer Success Specialist III	Customer Success Supervisor	01/2020	2080.00	=	N	0	0	1	\$58,864	\$71,604	\$84,344	\$71,344	\$71,344	\$71,344	\$0
BURLINGTON	IT Director	City Administrator	01/2020	2080.00	=	Y	0	0	1	\$46,854	\$55,054	\$63,254	\$47,768	\$47,768	\$47,768	\$47,768
DENVER	IT Technician III		03/2020	2080.00	=	N	0	0	26	\$50,960	\$62,681	\$74,402	\$55,819	\$74,402	\$68,810	\$69,038
ESTES PARK	IT Systems Administrator I	Information Technology Manager	01/2020	2080.00	=	N	0	0	1	\$56,898	\$69,700	\$82,501	\$74,125	\$74,125	\$74,125	\$0
FOUNTAIN	BUSINESS SYSTEMS APPLICATION ANALYST	Deputy Technology Services Director	02/2020	2080.00	=	N	0	0	1	\$62,070	\$75,726	\$89,381	\$63,311	\$91,169	\$75,974	\$0
GRAND JUNCTION	Lead IT Support Specialist	Information Technology Supervisor	01/2020	2080.00	=	N	2	0	1	\$55,016	\$66,020	\$77,023	\$68,723	\$68,723	\$68,723	\$0
LAFAYETTE	Information Technology Specilaist III	Information Technology Manager	01/2020	2080.00	=	N	0	0	1	\$69,239	\$86,548	\$103,858	\$89,856	\$89,856	\$89,856	\$89,856
LONE TREE			01/2020	2080.00					1	\$55,100	\$68,650	\$82,200	\$68,138	\$0	\$0	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$54,978	\$67,348	\$79,719	\$64,302	\$64,302	\$0	\$0
THORNTON	Technical Support Specialist II	Technical Services Supervisor	01/2020	2080.00	=	N	0	0	3	\$58,220	\$67,536	\$76,851	\$74,685	\$76,851	\$75,635	\$0
WESTMINSTER	Senior Technical Support Specialist	Software Engineeering Manager	01/2020	2085.00	=	N	0	0	3	\$62,648	\$71,420	\$80,191	\$80,191	\$80,191	\$80,191	\$80,191
Average										\$57,414	\$69,348	\$81,282	\$68,933	\$73,873	\$72,492	\$71,713

#### Job # P14 - KITCHEN ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Food Services Assistant	Program Manager	01/2020	2080.00	=	N	0	0	0	\$25,688	\$29,276	\$32,864	\$0	\$0	\$0	\$0
COMMERCE CITY	Food & Beverage Assistant	Food & Beverage Manager	01/2020	2080.00	=	N	0	0	1	\$29,886	\$37,358	\$44,829	\$39,000	\$39,000	\$39,000	\$0
Average										\$27,787	\$33,317	\$38,846	\$39,000	\$39,000	\$39,000	?

#### Job # P16 - LABORATORY AIDE

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Water Quality Assistant	Lab Supervisor	01/2020	2080.00	=	N	0	0	0	\$35,464	\$41,444	\$47,424	\$0	\$0	\$0	\$0
DENVER	Wastewater Quality Technician		03/2020	2080.00			0	0	3	\$44,886	\$55,214	\$65,541	\$55,702	\$65,395	\$61,880	\$64,542
Average										\$40,175	\$48,329	\$56,482	\$55,702	\$65,395	\$61,880	\$64,542

#### Job # P15 - LABORATORY ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
LOVELAND	Water Quality Scientist I	Water Quailty Lab Supervisor	01/2020	2080.00	=	N	0	0	2	\$45,600	\$55,800	\$66,000	\$53,851	\$55,868	\$54,860	\$0
Average										\$45,600	\$55,800	\$66,000	\$53,851	\$55,868	\$54,860	?

#### Job # B120 - LABORATORY SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Quality Control Supervisor	Manager of Water Treatment	01/2020	2080.00	=	Y	8	8	1	\$57,335	\$75,968	\$94,602	\$92,978	\$92,978	\$92,978	\$0
BROOMFIELD	Lab Supervisor	Environmental Services	01/2020	2080.00	=	Y	0	0	2	\$75,608	\$88,192	\$100,776	\$88,150	\$100,110	\$94,130	\$0

Superintendent																
DENVER	Wastewater Quality Control Manager		03/2020	2080.00	=	Y	0	0	1	\$89,369	\$116,180	\$142,990	\$139,352	\$139,352	\$139,352	\$139,352
ENGLEWOOD	Chief Chemist	Environmental Services Manager	01/2019	2080.00	=	Y	0	0	1	\$69,495	\$85,165	\$100,834	\$83,773	\$83,773	\$83,733	\$0
FORT COLLINS	Sr Supervisor, Sciences	Director Sciences	01/2020	2080.00	=	Y	0	0	3	\$70,200	\$93,600	\$117,000	\$86,367	\$103,207	\$92,390	\$90,143
FORT MORGAN	LAB DIRECTOR		3/2020	2080.00		N	0	0	1	\$34,200	\$41,850	\$49,500	\$49,504	\$49,504	\$49,504	\$0
GOLDEN	Laboratory Supervisor	Deputy PW Director	1/2020	2080.00	=	N	0	0	1	\$75,300	\$94,100	\$112,900	\$78,500	\$78,500	\$78,500	\$0
GRAND JUNCTION	Environmental Lab Manager	Wastewater Services Manager	01/2020	2080.00	>	Y	7	7	1	\$70,522	\$84,626	\$98,731	\$74,089	\$74,089	\$74,089	\$0
LONGMONT	Water Quality Lab Supervisor	Water Quality Tech Services Mgr	01/2020	2080.00	=	Y	3	3	1	\$82,534	\$90,788	\$99,041	\$92,617	\$92,617	\$92,617	\$92,617
LOVELAND	Water Quality Lab Supervisor	Water Operations Manager	01/2020	2080.00	=	N	0	0	1	\$65,100	\$83,000	\$100,900	\$93,516	\$93,516	\$93,516	\$0
NORTHGLENN	Lab Supervisor	Operations Manager	01/2020	2080.00	=	N	2	2	1	\$71,800	\$89,780	\$107,760	\$72,218	\$72,218	\$72,218	\$0
PUEBLO	WWTP LAB SUPERVISOR	WASTEWATER TREATMENT PLANT SUPERINTENDENT	01/2020	2085.00	=	Y	3	3	1	\$75,660	\$84,060	\$92,461	\$81,198	\$81,198	\$81,198	\$0
SILVERTHORNE	Laboratory Manager	Chief Plant Operator	01/2020	2080.00	<	N	0	0	0	\$62,251	\$72,627	\$83,002	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	LAB MANAGER	WTTP Superintendent	01/2019	1248.00	=	N	0	0	1	\$60,476	\$74,084	\$87,691	\$54,060	\$54,060	\$0	\$0
SUMMIT COUNTY	Treatment Plant Lab Manager	Utility Director	07/2019	2080.00	=	Y	0	0	1	\$54,898	\$67,250	\$79,603	\$79,660	\$79,660	\$79,660	\$0
THORNTON	Water Quality Lab Supervisor	Water Treatment and Quality Manager	01/2020	2080.00	=	Y	5	5	1	\$78,942	\$91,573	\$104,204	\$93,412	\$93,412	\$93,412	\$0
WESTMINSTER	Water Quality Specialist	Water Quality Administrator	01/2020	2085.00	=	Y	4	4	3	\$77,673	\$87,382	\$97,092	\$97,092	\$97,092	\$97,092	\$97,092
Average										\$68,904	\$83,543	\$98,182	\$84,780	\$86,580	\$87,626	\$104,801

#### Job # B121 - LABORATORY TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Water Quality Analyst I	Quality Control Supervisor	01/2020	2080.00	=	N	0	0	2	\$35,600	\$47,170	\$58,741	\$52,957	\$54,149	\$53,554	\$0
BROOMFIELD	Water Quality Technician	Lab Supervisor	01/2020	2080.00	=	N	0	0	2	\$44,824	\$53,352	\$61,880	\$45,635	\$47,736	\$46,686	\$0
CARBONDALE	UTILITIES OPERATOR III		01/2020	2080.00	=	N	0	0	1	\$54,075	\$67,594	\$81,112	\$81,304	\$81,304	\$81,304	\$67,594
DELTA	LAB TECHNICIAN I	Chief WWTP Operator	01/2020	2080.00	=	N	0	0	1	\$45,062	\$52,262	\$59,462	\$59,413	\$59,413	\$59,413	\$0
ESTES PARK	Laboratory Technician	Laboratory & Water Quality Supervisor	01/2020	2080.00	=	N	0	0	1	\$44,551	\$52,347	\$60,144	\$54,749	\$54,749	\$54,749	\$0
EVANS	Wastewater Lab Coordinator	Wastewater Superintendent	01/2020	2080.00	=	N	0	0	1	\$58,092	\$72,615	\$87,138	\$62,408	\$62,408	\$62,408	\$62,408
FORT COLLINS	Lab Assistant	Varies	01/2020	2080.00	=	N	0	0	3	\$37,030	\$46,288	\$55,545	\$39,301	\$44,192	\$41,698	\$42,107
GOLDEN	Environmental Specialist/Chemist	Deputy Director of Public Works	1/2020	2080.00	=	N	0	0	1	\$45,600	\$54,750	\$63,900	\$47,465	\$47,465	\$47,465	\$0
GUNNISON	Lab Technician	Wastewater Supintendent	01/2020	2080.00	=	N	0	0	2	\$45,900	\$53,900	\$61,900	\$56,567	\$61,900	\$59,233	\$0
LA JUNTA	Wastewater Plant Operator/Lab Technician		01/2020	2080.00	=	N	0	0	0	\$40,591	\$44,968	\$49,346	\$0	\$0	\$0	\$0
LONGMONT	Laboratory Technician	Water Quality Lab Supervisor	01/2020	2080.00	=	N	0	0	2	\$49,237	\$54,161	\$59,085	\$55,257	\$55,257	\$55,257	\$55,257
LOVELAND	Water Quality Scientist II	Water Quality Lab Supervisor	01/2020	2080.00	=	Y	0	0	4	\$62,200	\$79,300	\$96,400	\$64,542	\$77,584	\$70,418	\$0
MONTROSE	WWTP Lab Analyst	WWTP Superintendent	01/2020	2080.00	=	N	0	0	1	\$48,895	\$58,878	\$68,860	\$55,166	\$55,630	\$52,263	\$0
NORTHGLENN	Lab Technician	Lab Supervisor	01/2020	2080.00	=	N	0	0	1	\$43,300	\$53,000	\$62,700	\$49,982	\$49,982	\$49,982	\$0
PUEBLO	LAB ANALYST	WWTP LABORATORY SUPERVISOR	01/2020	2085.00	>	N	0	0	0	\$47,702	\$53,828	\$59,954	\$0	\$0	\$0	\$0
THORNTON	Lab Technician	Water Quality Lab Supervisor	01/2020	2080.00	=	N	0	0	2	\$47,527	\$55,131	\$62,735	\$55,824	\$62,735	\$59,280	\$0
WESTMINSTER	Laboratory Analyst	Chemist	01/2020	2086.00	=	N	0	0	2	\$58,277	\$66,436	\$74,594	\$65,935	\$65,935	\$65,935	\$65,935
Average										\$47,557	\$56,822	\$66,088	\$56,434	\$58,696	\$57,310	\$58,660

#### Job # B007.5 - LANDSCAPE ARCHITECT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Landscape Architect	Deputy Director of Parks	01/2019	2080.00	=	Y	0	0	1	\$58,123	\$69,893	\$81,663	\$64,480	\$64,480	\$64,480	\$0
AURORA	Senior Landscape Architect	Principal Landscape Architect	01/2020	2080.00	=	Y	0	0	4	\$52,123	\$69,062	\$86,002	\$63,084	\$79,041	\$71,550	\$0
COLORADO SPRINGS	Landscape Architect II	Planning and Design Manager	02/2020	2080.00	=	Y	1	1	2	\$69,031	\$82,994	\$96,958	\$77,520	\$81,909	\$79,714	\$0
DENVER	Parks Landscape Planner Associate		03/2020	2080.00	=	Y	0	0	4	\$59,886	\$77,852	\$95,818	\$69,516	\$73,843	\$72,458	\$73,237
DURANGO	Landscape Architect/Project Manager	Assistant Parks Director	01/2020	2080.00	=	Y	0	0	2	\$66,647	\$79,976	\$93,306	\$66,647	\$80,876	\$73,762	\$73,762
FORT COLLINS	Architect, Landscape		01/2020	2080.00	=	Y	0	0	2	\$52,190	\$69,587	\$86,984	\$76,235	\$78,047	\$77,141	\$74,716
GREENWOOD VILLAGE	Parks Project Manager		01/2020	2080.00	=	N	0	0	1	\$67,246	\$79,975	\$92,704	\$73,091	\$73,091	\$73,091	\$0
LAKEWOOD	Landscape Architect		01/2020	2080.00	=	Y	0	0	2	\$67,538	\$81,026	\$94,515	\$81,515	\$88,962	\$85,238	\$0
LOUISVILLE	Parks Project Manager	Director of Parks & Recreation	02/2020	2080.00	=	Y	0	0	1	\$64,459	\$74,848	\$85,238	\$85,238	\$85,238	\$85,238	\$0
PUEBLO	LANDSCAPE ARCHITECT	DIRECTOR/PLANNING AND COMMUNITY DEVELOPMENT	01/2020	2085.00	=	Y	0	0	0	\$62,309	\$69,212	\$76,114	\$0	\$0	\$0	\$0
THORNTON	Landscape Architect	Senior Landscape Architect	01/2020	2080.00	=	Y	0	0	1	\$68,951	\$79,983	\$91,015	\$89,816	\$89,816	\$89,816	\$0
VAIL	Sr. Landscape Architect		01/2020	2080.00	=	Y	0	0	1	\$67,733	\$84,666	\$101,599	\$99,600	\$99,600	\$99,600	\$0
WESTMINSTER	Senior Landcape Architect	Parks Services Manager	01/2020	2085.00	=	Y	0	0	3	\$77,673	\$87,382	\$97,092	\$92,395	\$97,092	\$95,526	\$97,092
Average										\$64,147	\$77,420	\$90,693	\$78,261	\$82,666	\$80,635	\$79,702

#### Job # B016.5 - LEAD BUILDING PERMIT TECHNICIAN

Range Actual

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
BENNETT	Permit Technician II	Community Development Manager	01/2020	2080.00	=	N	0	0	1	\$44,001	\$52,938	\$61,875	\$44,001	\$61,875	\$52,938	\$52,938
BROOMFIELD	Permit Technician II	Chief Building Official	01/2020	2080.00	=	N	0	0	2	\$50,128	\$57,408	\$64,688	\$57,886	\$64,584	\$61,235	\$0
DENVER	Permit Review Technician Lead		03/2020	2080.00	=	N	0	0	3	\$51,293	\$63,086	\$74,880	\$65,586	\$74,880	\$70,201	\$70,138
ERIE	Senior Permit Technician	Chief Building Official	02/2020	2080.00	=	N	1	1	1	\$47,066	\$54,362	\$61,657	\$51,397	\$51,397	\$51,397	\$0
FIRESTONE	Sr. Building Permit Coordinator	Senior Planner	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$56,992	\$69,670	\$63,331	\$63,331
FORT COLLINS	Coordinator, Bldg & Dev Review		01/2020	2080.00	=	N	0	0	3	\$43,163	\$53,954	\$64,745	\$59,984	\$60,572	\$60,376	\$58,808
LONE TREE	Building Permit Coordinator	Chief Building Officer	01/2020	2080.00	=	N	0	0	1	\$48,200	\$59,000	\$69,800	\$59,508	\$0	\$0	\$0
LONGMONT	Building Permit Tech II		01/2020	2080.00	=	N	0	0	1	\$51,971	\$57,168	\$62,365	\$60,657	\$60,657	\$60,657	\$60,657
WELLINGTON	Development Coordinator	Planning Director	01/2020	2080.00	=	N	0	0	1	\$42,300	\$51,800	\$61,300	\$60,993	\$60,993	\$60,993	\$0
Average										\$47,265	\$56,214	\$65,164	\$57,445	\$63,079	\$60,141	\$61,174

#### Job # B111.5 - LEAD PLANT OPERATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	LEAD PLANT OPERATOR (WATER & WASTEWATER)		01/2020	2080.00	=	N	0	0	2	\$45,551	\$55,792	\$66,034	\$66,034	\$66,034	\$66,034	\$66,034
BERTHOUD	Water Supervisor	Public Works Director	01/2020	2080.00	=	N	5	0	1	\$61,654	\$71,274	\$80,895	\$80,891	\$80,891	\$80,891	\$0
CRIPPLE CREEK	Treatment Plant Operator	Treatment Plant Director	01/2020	0.00	=	N	0	0	0	\$40,134	\$47,216	\$54,298	\$0	\$0	\$0	\$0
DURANGO	Water/Wastewater Facility Supervisor	Water/Wastewater Plant Manager	01/2020	2080.00	=	N	11	11	2	\$60,588	\$72,706	\$84,823	\$64,186	\$68,267	\$66,227	\$66,227
ENGLEWOOD	Lead Plant Operator	Operations Supervisor or Water Production Superintendent	01/2019	2080.00	=	N	0	0	9	\$57,896	\$70,869	\$83,842	\$61,377	\$73,696	\$68,237	\$0
FLORENCE	LEAD PLANT OPERATOR (WATER & WASTEWATER)	City Manager	01/2020	2080.00	=	N	0	0	1	\$68,312	\$69,337	\$70,362	\$70,578	\$70,578	\$70,578	\$70,578
FORT COLLINS	Lead Plant Operator		01/2020	2080.00	=	N	0	0	2	\$53,850	\$68,248	\$82,646	\$78,888	\$78,888	\$78,888	\$75,131
FORT MORGAN	Water or Wastewater Treatment Plant Sr. Operator	Plant Superintendent	3/2020	2080.00	=	N	0	0	3	\$51,800	\$64,800	\$77,800	\$54,421	\$63,126	\$59,744	\$0
GEORGETOWN	LEAD PLANT OPERATOR (WATER & WASTEWATER)	PUBLIC WORKS SUPERVISOR	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$51,747	\$51,747	\$51,747	\$51,747
GOLDEN	Lead Operator	WTP Superintendent	1/2020	2080.00	=	N	0	0	1	\$52,670	\$61,895	\$71,120	\$59,883	\$59,883	\$59,883	\$0
LAFAYETTE	Plant Operator, Lead	Water / Wastewater Superintendent	01/2020	2080.00	=	N	0	0	2	\$58,487	\$73,109	\$87,731	\$69,664	\$77,522	\$73,593	\$0
LONGMONT	Operations & Maint Tech Lead	Treatment Operations Supervisor	01/2020	2080.00	=	N	0	0	9	\$62,741	\$69,014	\$75,288	\$70,409	\$72,906	\$71,764	\$71,816
LOVELAND	Lead Plant Operator	Treatment Plant Manager	01/2020	2080.00	=	N	0	0	1	\$62,200	\$79,300	\$96,400	\$85,238	\$85,238	\$85,238	\$0
MONUMENT	LEAD PLANT OPERATOR (WATER & WASTEWATER)		01/2019	2080.00	=	N			0	\$49,894	\$58,197	\$66,500	\$59,238	\$59,238	\$59,238	\$0
PALISADE	TREATMENT PLANT OPERATOR		01/2019	2080.00	=	N	0	0	1	\$52,270	\$57,978	\$63,686	\$52,270	\$63,686	\$54,916	\$0
STEAMBOAT SPRINGS			01/2019	0.00	=	N			0	\$54,826	\$59,623	\$64,420	\$74,014	\$74,014	\$0	\$0
THORNTON	Sr. Water Treatment Specialist	Water Plant Supervisor	01/2020	2080.00	=	Y	0	0	2	\$64,441	\$74,752	\$85,062	\$76,910	\$81,218	\$79,064	\$0
WELLINGTON	Lead Water Plant Operator	Water Treatment Plant Superintendent / ORC	01/2020	2080.00	=	N	0	0	0	\$53,800	\$65,965	\$78,130	\$63,368	\$63,368	\$63,368	\$0
Average										\$55,948	\$65,887	\$75,826	\$67,007	\$70,018	\$68,088	\$66,922

#### Job # B074.7 - LEGAL ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Legal Secretary II	Office Administrator	01/2020	2080.00	=	N	0	0	2	\$35,529	\$42,528	\$49,526	\$39,304	\$40,257	\$39,781	\$0
BROOMFIELD	Legal Administrative Assistant	City & County Attorney	01/2020	2080.00	=	N	0	0	2	\$51,480	\$59,852	\$68,224	\$58,718	\$60,382	\$59,550	\$0
COMMERCE CITY	Paralegal	City Attorney	01/2020	2080.00	=	N	0	0	1	\$50,027	\$62,534	\$75,041	\$70,523	\$70,523	\$70,523	\$0
DELTA COUNTY	Legal Assistant		01/2020	2080.00	=	N	0	0	2	\$36,024	\$43,246	\$50,468	\$38,250	\$41,371	\$39,811	\$0
DENVER	Legal Secretary		03/2020	2080.00	=	N	0	0	47	\$49,317	\$60,664	\$72,010	\$49,733	\$71,188	\$61,010	\$61,648
LAKEWOOD	Legal Office Support Admin		01/2020	2080.00	=	N	0	0	1	\$46,176	\$55,401	\$64,626	\$59,467	\$59,467	\$59,467	\$0
LONGMONT	Legal Support Specialist	City Attorney	01/2020	2080.00	=	N	1	1	1	\$53,299	\$58,629	\$63,959	\$59,816	\$59,816	\$59,816	\$59,816
MONTRORSE	Paralegal	City Attorney	01/2020	2080.00	=	N	0	0	1	\$46,776	\$56,466	\$66,155	\$43,976	\$56,048	\$51,412	\$0
STEAMBOAT SPRINGS	Legal Assistant	City Attorney	01/2019	1872.00	=	N	0	0	1	\$51,262	\$60,233	\$69,204	\$58,031	\$58,031	\$0	\$0
TELLURIDE	EXECUTIVE ASSISTANT - LEGAL	TOWN ATTORNEY	03/2020	2080.00	=	N	0	0	1	\$54,312	\$66,532	\$78,753	\$60,570	\$60,570	\$60,570	\$0
THORNTON	Senior Legal Administrative Assistant	Law Office Administrator	01/2020	2080.00	=	N	3	2	1	\$56,285	\$65,290	\$74,296	\$74,296	\$74,296	\$74,296	\$0
WESTMINSTER	Legal Assistant	Lead Prosecuting Attorney and Legal Administrator	01/2020	2085.00	=	N	0	0	1	\$50,437	\$57,496	\$64,554	\$52,982	\$52,982	\$52,982	\$52,982
Average										\$48,410	\$57,406	\$66,401	\$55,472	\$58,744	\$57,202	\$58,149

#### Job # B060 / S13 - LIBRARIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Librarian		01/2020	2080.00	=	N	0	0	2	\$31,712	\$38,039	\$44,366	\$44,366	\$44,366	\$44,366	\$44,366
AURORA	Librarian (AC44)	Librarian Specialist/Library	01/2020	2080.00	=	Y	0	0	8	\$45,119	\$54,074	\$63,029	\$51,418	\$59,476	\$53,972	\$0

			Supervisor													
BROOMFIELD	Librarian I/Creative Technologist	Librarian II	01/2020	2080.00	=	Y	0	0	3	\$52,312	\$61,360	\$70,408	\$54,787	\$66,165	\$60,476	\$0
BURLINGTON	Librarian	Library Director	01/2020	2080.00	=	N	0	0	0	\$23,913	\$28,706	\$33,498	\$0	\$0	\$0	\$0
CANON CITY	Librarian	Director of Library	01/2019	2080.00	=	N	0	0	1	\$36,927	\$43,443	\$49,959	\$40,472	\$40,472	\$40,472	\$0
CORTEZ	Children's Librarian		01/2020	2080.00	=	N	0	0	1	\$36,296	\$44,502	\$52,707	\$45,677	\$45,677	\$45,677	\$0
DENVER	Librarian		03/2020	2080.00	=	Y	0	0	65	\$51,133	\$66,473	\$81,813	\$51,875	\$79,854	\$60,745	\$58,215
ENGLEWOOD	Librarian	Library Manager or Public Services Supervisor	01/2019	0.00	=	N	0	0	1	\$53,114	\$65,120	\$77,126	\$49,920	\$49,920	\$49,920	\$0
FORT LUPTON	Youth and Family Services, Teen and Adult Services	Library Director	02/2020	2080.00	=	Y	0	0	1	\$45,000	\$61,500	\$78,000	\$48,194	\$48,194	\$48,194	\$0
FORT MORGAN	LIBRARIAN	Librarian II	3/2020	2080.00		N	0	0	2	\$36,000	\$45,000	\$54,000	\$41,220	\$46,205	\$43,713	\$0
LAFAYETTE	Librarian I		01/2020	2080.00	=	Y	0	0	1	\$54,022	\$67,528	\$81,033	\$58,989	\$58,989	\$58,989	\$58,989
LONGMONT	Librarian I		01/2020	2080.00	=	Y	0	0	4	\$53,925	\$59,318	\$64,710	\$60,518	\$60,518	\$60,518	\$60,518
LOUISVILLE	Librarian I	Public Services Manager	02/2020	2080.00	=	Y	0	0	5	\$48,984	\$56,878	\$64,771	\$48,984	\$64,771	\$56,363	\$0
LOVELAND	Librarian II	Library Division Manager	01/2020	2080.00	=	N	0	0	5	\$45,600	\$55,800	\$66,000	\$51,708	\$65,956	\$57,432	\$0
SUMMIT COUNTY	Library Technician	Library Director	07/2019	2080.00	=	N	0	0	3	\$35,557	\$43,558	\$51,558	\$52,060	\$52,060	\$52,060	\$0
WESTMINSTER	Librarian I	Library Services Coordinator	01/2020	2085.00	=	Y	0	0	7	\$58,162	\$65,432	\$72,702	\$58,216	\$72,702	\$66,574	\$67,190
Average										\$44,236	\$53,546	\$62,855	\$50,560	\$57,022	\$53,298	\$57,856

#### Job # B061 - LIBRARY ASSISTANT

										Range			Actual				
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median	
AURORA	Library Assistant I/II (BB44)	Library Supervisor	01/2020	2080.00	=	N	0	0	20	\$36,871	\$44,284	\$51,696	\$37,981	\$46,668	\$41,944	\$0	
BROOMFIELD	Patron Services Associate	Librarian III	01/2020	2080.00	=	N	0	0	1	\$41,184	\$48,724	\$56,264	\$43,763	\$43,763	\$43,763	\$0	
CANON CITY	Assistant Curator/Assistant Archivist/Assistant Librarian	Deputy Library Director	01/2019	2080.00	=	N	0	0	4	\$31,065	\$36,547	\$42,029	\$33,262	\$39,133	\$31,357	\$0	
CORTEZ	Library Cataloguer/Interlibrary Loan/Children's Program	Director of Library	01/2020	2080.00	=	N	0	0	1	\$27,248	\$32,573	\$37,898	\$33,218	\$33,218	\$33,218	\$0	
DENVER	Library Program Associate	Head Librarian	03/2020	2080.00	=	N	0	0	40	\$43,784	\$53,851	\$63,918	\$45,141	\$63,703	\$50,683	\$49,402	
EATON	Assistant Librarian		01/2020	2080.00	=	N	0	0	4	\$0	\$0	\$0	\$39,338	\$51,664	\$45,203	\$0	
FORT MORGAN	Library Assistant II		Library / Museum Director	3/2020	2080.00	=	N	0	0	1	\$31,500	\$38,610	\$45,720	\$45,958	\$45,958	\$45,958	\$0
FRISCO	Museum Coordinator	Library / Museum Director	01/2020	2080.00	=	N	0	0	2	\$34,603	\$39,794	\$44,984	\$34,244	\$34,244	\$34,244	\$0	
LA JUNTA	Circulation Coordinator		01/2020	2080.00		N			1	\$21,535	\$23,855	\$26,174	\$24,491	\$24,491	\$24,491	\$0	
LAMAR	Library Assistant		Library Director	01/2020	2080.00	=	N	0	0	5	\$26,312	\$32,074	\$37,835	\$25,324	\$32,136	\$26,982	\$0
LONGMONT	Library Technician	Librarian or Sr. Library Technician	01/2020	2080.00	=	N	0	0	10	\$43,441	\$47,785	\$52,129	\$43,680	\$48,752	\$47,618	\$48,749	
PLATTEVILLE	Library Assistant	Library Director	01/2020	2080.00	=	N	0	0	4	\$0	\$0	\$0	\$47,072	\$47,072	\$47,072	\$0	
STERLING	Library Associate	Library Superintendent	01/2020	2080.00	=	N	2	0	4	\$33,144	\$40,063	\$46,982	\$33,143	\$40,428	\$36,228	\$0	
SUMMIT COUNTY	Library Aide	Library Director	07/2019	2080.00	=	N	0	0	5	\$30,847	\$37,787	\$44,727	\$31,150	\$36,485	\$33,203	\$32,329	
VAIL	Circulation Assoc.II Tech Servic	Library Director	01/2020	2080.00	=	N	0	0	1	\$39,163	\$46,204	\$53,245	\$44,242	\$44,242	\$44,242	\$0	
WELLINGTON	Library Assistant Director		01/2020	1560.00		N	0	0	0	\$39,500	\$45,450	\$51,400	\$25,334	\$25,334	\$25,334	\$0	
WESTMINSTER	Library Associate II		Library Services Coordinator	01/2020	2086.00	=	N	6	6	1	\$43,640	\$49,748	\$55,856	\$49,373	\$49,373	\$49,373	\$49,373
Average										\$34,922	\$41,156	\$47,390	\$37,454	\$41,568	\$38,877	\$44,963	

#### Job # B062 - LIBRARY CIRCULATION CLERK

										Range			Actual				
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median	
AURORA	Library Clerk (BA44)	Varies	01/2020	2080.00	=	N	0	0	31	\$32,136	\$38,520	\$44,905	\$34,504	\$39,351	\$36,161	\$0	
BROOMFIELD	Circulation Clerk	Manager of Circulation	01/2020	2080.00	=	N	0	0	0	\$33,176	\$40,508	\$47,840	\$0	\$0	\$0	\$0	
BURLINGTON	Librarian	Library Director	01/2020	2080.00	=	N	0	0	1	\$26,383	\$31,001	\$35,618	\$31,949	\$31,949	\$31,949	\$31,949	
CANON CITY	Library Technician & Research Technician	Deputy Library Director / Archivist/Curator	01/2019	2080.00	=	N	0	0	4	\$26,787	\$31,514	\$36,241	\$30,200	\$31,874	\$31,009	\$0	
CORTEZ	InterLibrary Loan/Reference Technician	Library Director	01/2020	2080.00	=	N	0	0	1	\$29,120	\$36,920	\$44,720	\$31,429	\$31,429	\$31,429	\$0	
FORT LUPTON	Library Associate	Library Director	02/2020	0.00	=	N	0	0	4	\$33,280	\$39,936	\$46,592	\$38,854	\$46,592	\$43,425	\$0	
FORT MORGAN	Library Assistant I	Library / Museum Director	3/2020	2080.00	=	N	0	0	2	\$28,500	\$33,750	\$39,000	\$32,247	\$32,433	\$32,340	\$0	
LA JUNTA	Library Technical Assistant	Library Assistant	01/2020	2080.00		N			2	\$21,535	\$23,855	\$26,174	\$18,556	\$21,080	\$19,817	\$0	
LAMAR	Library Clerk		01/2020	2080.00	=	N	0	1	0	\$26,312	\$32,074	\$37,835	\$0	\$0	\$0	\$0	
LONGMONT	Library Assistant		Librarian II or Sr. Library Technician	01/2020	2080.00	=	N	0	0	6	\$33,714	\$37,086	\$40,457	\$35,545	\$37,834	\$37,280	\$37,322
ROCKY FORD	LIBRARY TECHNICIAN	Library Director	01/2020	2080.00	=	N	0	0	1	\$23,088	\$27,084	\$31,080	\$15,600	\$15,600	\$15,600	\$0	
VAIL	Program Assoc.II Circ Library	Library Director	01/2019	2080.00		N			1	\$38,584	\$45,521	\$52,458	\$38,584	\$38,584	\$38,584	\$0	
WELLINGTON	Library Clerk		01/2020	520.00	=	N	0	0	2	\$28,400	\$33,385	\$38,370	\$0	\$0	\$0	\$0	
WESTMINSTER	Library Clerk I/II		Library Supervisor	01/2020	2086.00	=	N	0	0	1	\$30,397	\$36,112	\$41,828	\$41,828	\$41,828	\$41,828	\$41,828
Average										\$29,387	\$34,805	\$40,223	\$31,754	\$33,505	\$32,675	\$37,033	

#### Job # M20 - LIBRARY DIRECTOR

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	LIBRARY MANAGER	DIRECTOR OF PARKS & RECREATION	01/2020	2080.00	=	Y	9	9	1	\$51,240	\$62,771	\$74,302	\$57,162	\$57,162	\$57,162	\$57,162

AURORA	Director of Library & Cultural Services (AB22)	Deputy City Manager - Community Services	01/2020	2080.00	=	Y	190	7	1	\$127,816	\$159,748	\$191,681	\$149,349	\$149,349	\$149,349	\$0
BROOMFIELD	Director of Library & Cultural Affairs	Assistant City & County Manager	01/2020	2080.00	=	Y	41	5	1	\$114,504	\$134,680	\$154,856	\$130,000	\$130,000	\$130,000	\$0
BURLINGTON	Library Director	City Administrator	01/2020	2080.00	<	N	1	0	1	\$41,319	\$48,550	\$55,781	\$45,508	\$45,508	\$45,508	\$45,508
CANON CITY	Library Director	City Administrator	01/2019	2080.00	=	Y	19	4	1	\$54,818	\$64,491	\$74,164	\$64,297	\$64,297	\$64,297	\$0
CORTEZ	Library Director	City Manager	01/2020	2080.00	=	Y	12	0	1	\$68,494	\$85,602	\$102,710	\$73,756	\$73,756	\$73,756	\$0
DENVER	City Librarian		03/2020	2080.00	=	Y	0	0	1	\$113,875	\$148,038	\$182,200	\$166,917	\$166,917	\$166,917	\$166,917
DURANGO	Library Director	City Manager	01/2020	2080.00	=	Y	37	4	1	\$117,914	\$141,547	\$165,180	\$119,357	\$119,357	\$119,357	\$0
EATON	Head Librarian	Town Manager	01/2020	2080.00	=	N	4	0	1	\$0	\$0	\$0	\$74,633	\$74,633	\$74,633	\$0
FORT LUPTON	Library Director	Library Board	02/2020	2080.00	=	Y	13	0	1	\$75,000	\$93,750	\$112,500	\$83,554	\$83,554	\$83,554	\$0
FORT MORGAN	Library / Museum Director	Community Development Director	3/2020	2080.00	=	Y	7	7	1	\$51,800	\$64,800	\$77,800	\$57,411	\$57,411	\$57,411	\$0
LA JUNTA	LIBRARY DIRECTOR		01/2020	2080.00		N			0	\$54,416	\$60,271	\$66,127	\$0	\$0	\$0	\$0
LAFAYETTE	Library Director	City Administrator	01/2020	2080.00	>	Y	10	5	1	\$110,000	\$137,500	\$165,000	\$119,995	\$119,995	\$119,995	\$119,995
LAMAR	Library Director	City Administrator	01/2020	2080.00	=	Y	6	6	1	\$49,633	\$60,490	\$71,348	\$51,525	\$51,525	\$51,525	\$62,650
LONGMONT	Library Director	Director of Community Services	01/2020	2080.00	=	Y	75	8	1	\$113,262	\$124,588	\$135,914	\$127,109	\$127,109	\$127,109	\$127,109
LOUISVILLE	Director of Library & Museum Services	City Manager	02/2020	2080.00	=	Y	20	5	1	\$103,188	\$128,346	\$153,504	\$141,772	\$141,772	\$141,772	\$0
LOVELAND	Library Director	Assistant City Manager	01/2020	2080.00	=	Y	0	7	1	\$93,700	\$121,800	\$149,900	\$128,003	\$128,003	\$128,003	\$0
PLATTEVILLE	Library Director	Library Board	01/2020	2080.00	<	Y	6	0	1	\$0	\$0	\$0	\$72,899	\$72,899	\$72,899	\$0
ROCKY FORD	LIBRARY DIRECTOR	City Manager	01/2020	2080.00	=	Y	2	2	1	\$31,200	\$46,142	\$61,085	\$39,520	\$39,520	\$39,520	\$0
STERLING	Library Superintendent	Parks, Library and Recreation Director	01/2020	2080.00	=	Y	11	11	1	\$67,862	\$77,037	\$86,213	\$65,885	\$65,885	\$65,885	\$0
SUMMIT COUNTY	Library Director	Library Board	07/2019	2080.00	=	Y	0	0	1	\$78,886	\$102,552	\$126,218	\$127,022	\$127,022	\$127,022	\$0
TRINIDAD	Library Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$57,592	\$57,592	\$57,592	\$0
VAIL	Library Director		01/2020	2080.00	=	Y	0	0	1	\$94,663	\$118,329	\$141,994	\$113,880	\$113,880	\$113,880	\$0
WELLINGTON	Library Director	Library Director	01/2020	2080.00	<	Y	0	0	1	\$45,900	\$56,175	\$66,450	\$55,097	\$55,097	\$55,097	\$0
WESTMINSTER	Library Services Manager	Parks Recreation and Libraries Director	01/2020	2085.00	=	Y	48	6	1	\$106,835	\$120,190	\$133,544	\$126,091	\$126,091	\$126,091	\$126,091
YUMA	Library Director	City Manager	01/2020	2080.00	=	N	2	2	1	\$35,500	\$47,750	\$60,000	\$53,696	\$53,696	\$53,696	\$0
Average										\$78,340	\$95,876	\$113,412	\$92,081	\$92,081	\$92,081	\$100,776

#### Job # P17 - LIBRARY SHELVER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Library Aide	Varies	01/2020	2080.00	=	N	0	0	0	\$25,688	\$29,276	\$32,864	\$0	\$0	\$0	\$0
LA JUNTA	Library Page		01/2020	2080.00		N			1	\$17,714	\$19,625	\$21,535	\$17,714	\$17,714	\$17,714	\$0
LAMAR	Library Page	Library Director/Assistant Librarian	01/2020	2080.00	=	N	0	0	0	\$24,960	\$24,960	\$24,960	\$0	\$0	\$0	\$0
Average										\$22,787	\$24,620	\$26,453	\$17,714	\$17,714	\$17,714	?

#### Job # B063 - LIBRARY SUPERVISOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Library Supervisor (AD44)	Manager of Library Public Services	01/2020	2080.00	=	Y	13	13	3	\$53,046	\$63,651	\$74,256	\$57,607	\$77,370	\$64,616	\$0
BROOMFIELD	LIBRARIAN II	Varies	01/2020	2080.00	=	Y	0	0	5	\$56,680	\$67,444	\$78,208	\$59,259	\$75,005	\$67,132	\$0
CANON CITY	Deputy Library Director	Library & Museum Director	01/2019	2080.00	=	Y	15	0	1	\$43,894	\$51,640	\$59,386	\$45,028	\$45,028	\$45,028	\$0
DENVER	Librarian Senior		03/2020	2080.00	=	Y	0	0	30	\$58,433	\$75,963	\$93,493	\$62,545	\$85,063	\$70,536	\$68,552
DURANGO	Library Supervisor	Assistant Library Director	01/2020	2080.00	=	Y	21	21	3	\$66,647	\$79,976	\$93,306	\$66,647	\$72,616	\$69,632	\$69,632
ENGLEWOOD	Library Manager	Director of Parks, Recreation and Library	01/2019	2080.00	=	Y	0	17	1	\$86,386	\$107,957	\$129,528	\$85,500	\$85,500	\$85,500	\$0
LAFAYETTE	Librarian II	Librarian III	01/2020	2080.00	=	Y	5	0	3	\$63,113	\$78,892	\$94,670	\$63,252	\$65,531	\$64,011	\$0
LONGMONT	Librarian II	Library Director	01/2020	2080.00	=	Y	5	5	3	\$75,184	\$82,702	\$90,221	\$78,131	\$82,701	\$80,136	\$79,577
LOUISVILLE	Librarian II	Director of Library & Museum Services	02/2020	2080.00	=	Y	0	0	2	\$64,459	\$74,848	\$85,238	\$74,006	\$77,688	\$75,847	\$0
LOVELAND	Library Division Manager	Library Director	01/2020	2080.00	=	Y	0	6	4	\$58,100	\$74,100	\$90,100	\$68,411	\$71,448	\$69,830	\$0
PLATTEVILLE	Assistant Director	Library Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$51,495	\$51,495	\$51,120	\$0
VAIL	Senior Librarian		01/2020	2080.00	=	N	0	0	1	\$67,733	\$84,666	\$101,599	\$85,377	\$85,377	\$85,377	\$0
WESTMINSTER	Library Services Coordinator	Library Services Manager	01/2020	2085.00	=	Y	10	6	3	\$72,254	\$81,286	\$90,318	\$73,254	\$90,318	\$80,294	\$77,311
Average										\$63,827	\$76,927	\$90,027	\$66,962	\$74,242	\$69,928	\$73,768

#### Job # P18 - LIFEGUARD

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AVON	RECREATION COODINATOR - AQUATICS	Aquatics Supervisor	01/2020	2080.00	=	N	0	2	2	\$41,531	\$46,622	\$51,713	\$41,531	\$51,713	\$46,622	\$0
BRECKENRIDGE	Lifeguard	Recreation Coordinator - Aquatics	01/01/20	1040.00	=	N	0	0	20	\$26,000	\$33,800	\$41,600	\$30,160	\$38,230	\$31,387	\$0
BROOMFIELD	Lifeguard	Recreation Specialist	01/2020	2080.00	=	N	0	0	0	\$26,000	\$29,016	\$32,032	\$0	\$0	\$0	\$0
COMMERCE	Lifeguard PT		01/2020	2080.00	=	N	0	0	59	\$0	\$0	\$0	\$28,142	\$26,374	\$26,602	\$0





IGNACIO	Maintenance Workers		01/2019	2080.00	=	N	0	0	3	\$30,909	\$42,443	\$53,977	\$35,812	\$44,518	\$39,567	\$0
KREMMLING	Public Works Technician		01/2019	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$49,316	\$52,956	\$51,046	\$51,046
LA JUNTA	Laborer		01/2020	2080.00	=	N			3	\$24,923	\$27,606	\$30,290	\$17,691	\$17,691	\$17,691	\$0
LAFAYETTE	Maintenance Technician	Crew Supervisor	01/2020	2080.00	=	N	0	0	3	\$37,569	\$46,961	\$56,353	\$40,809	\$40,809	\$40,809	\$0
LAKEWOOD	Maintenance Worker		01/2020	2080.00	=	N	0	0	4	\$33,446	\$39,270	\$45,094	\$37,024	\$38,792	\$37,487	\$0
LAMAR	Maintenance Worker	Department Supervisor	01/2020	2080.00	=	N	0	0	0	\$23,874	\$29,097	\$34,320	\$0	\$0	\$0	\$0
LARKSPUR	Public Works and Park Maintenance Support	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$41,600	\$41,600	\$41,600	\$41,600
LASALLE	Public Works Employee	Public Works Director	01/2020	2080.00	=	N	0	0	4	\$0	\$0	\$0	\$43,680	\$45,760	\$57,200	\$0
LONGMONT	Utility Worker	Public Works Supervisor	01/2020	2080.00	=	N	0	0	0	\$35,591	\$39,150	\$42,710	\$39,546	\$39,546	\$39,546	\$39,546
LOUISVILLE	Operations Technician I	Operations Foreman	02/2020	2080.00	=	N	0	0	6	\$35,796	\$41,558	\$47,320	\$36,816	\$40,476	\$38,469	\$0
MANITOU SPRINGS	Maintenance Worker	Foreman	01/2020	2080.00	=	N	0	0	8	\$35,647	\$42,776	\$49,905	\$39,211	\$46,340	\$0	\$42,776
MONTROSE	Utility Division Worker & WWTP Worker	Utility Division Team Leader	01/2020	2080.00	=	N	0	0	8	\$38,337	\$45,418	\$52,500	\$39,599	\$43,722	\$41,044	\$0
MT. CRESTED BUTTE	Maintenance Worker	Maintenance Supervisor	01/2020	2080.00	=	N	0	0	5	\$41,500	\$50,750	\$60,000	\$41,500	\$47,000	\$43,568	\$0
NEW CASTLE	MAINTENANCE WORKER (Seasonal Laborer)	St Foreman / Parks Foreman	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$42,563	\$42,563	\$42,563	\$0
NORTHGLEN	Municipal Services Worker I	Municipal Services Foreman	01/2020	2080.00	=	N	0	0	1	\$33,200	\$39,830	\$46,460	\$33,571	\$33,571	\$33,571	\$0
OURAY	Maintenance Worker 1	Public Works Director	01/2020	2080.00	=	N	0	0	0	\$43,364	\$52,026	\$60,687	\$0	\$0	\$0	\$0
PALISADE	Maintenance Worker I	Public Works Foreman & Director	01/2019	2080.00	=	N	0	0	2	\$37,540	\$41,640	\$45,739	\$37,540	\$45,739	\$38,983	\$0
PAONIA	PUBLIC WORKS LABORER	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$28,870	\$33,270	\$37,669	\$33,154	\$40,071	\$36,881	\$0
PARACHUTE	Public Works Laborer	Public Works Forman	01/2019	2080.00	=	N	0	0	3	\$42,864	\$48,758	\$54,652	\$42,864	\$54,652	\$48,855	\$0
PUEBLO	UTILITY WORKER	VARIOUS	01/2020	2085.00	=	N	0	0	2	\$34,269	\$38,668	\$43,066	\$34,269	\$41,615	\$37,942	\$0
RANGELY	LABORER		01/2020	2080.00	=	N	0	0	1	\$35,700	\$40,800	\$45,900	\$35,700	\$45,900	\$43,962	\$0
ROCKY FORD	CEMETERY MAINTENANCE SPECIALIST	Public Works Foreman	01/2020	2080.00	=	N	0	0	1	\$18,685	\$26,310	\$33,936	\$24,960	\$24,960	\$24,960	\$0
SEVERANCE	Street and Water Tech		01/2020	2080.00	=	N	0	0	5	\$0	\$0	\$0	\$41,500	\$44,000	\$46,820	\$45,000
SOUTH FORK	Maintenance Worker	Public Works Supervisor	01/2020	2080.00	=	N	0	0	1	\$25,500	\$30,600	\$35,700	\$32,793	\$32,793	\$32,793	\$0
SPRINGFIELD	STREET MAINTENANCE	Street Superintendent	01/2020	2080.00	=	N	0	0	0	\$31,000	\$38,000	\$45,000	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	MAINTENANCE WORKER	CREW LEADER	01/2019	2080.00	=	N	0	0	6	\$37,447	\$44,000	\$50,553	\$38,563	\$50,544	\$0	\$0
STERLING	Maintenance Worker I	Division Superintendent	01/2020	2080.00	=	N	0	0	9	\$29,283	\$35,401	\$41,519	\$28,430	\$28,708	\$28,476	\$0
SUMMIT COUNTY	Seasonal Maintenance Worker I	Maintenance Shop Foreman	07/2019	1040.00	=	N	0	0	5	\$24,684	\$30,238	\$35,791	\$27,208	\$27,744	\$27,476	\$0
VAIL	Maintenance Worker II		01/2020	2080.00	=	N	0	0	10	\$39,163	\$46,204	\$53,245	\$38,584	\$52,458	\$43,414	\$0
WESTCLIFFE	Town Man Helper	Building and Zoning Official/Supervisor	01/2019	2080.00	=	N	0	0	1	\$34,320	\$34,320	\$34,320	\$34,320	\$34,320	\$34,320	\$34,320
WESTMINSTER	Maintenanceworker	Foreman	01/2020	2085.00	=	N	0	0	1	\$37,761	\$43,049	\$48,337	\$37,761	\$37,761	\$37,761	\$37,761
WHEAT RIDGE	Seasonal Maintenance Worker	Parks Crew Supervisor	01/2020	2080.00	=	N	0	0	6	\$30,779	\$36,956	\$43,133	\$32,678	\$36,400	\$34,538	\$0
WINDSOR	Operator or Laborer	Public Works or Parks	02/2020	2080.00	=	N	0	0	2	\$40,400	\$48,500	\$56,600	\$51,418	\$52,957	\$52,000	\$0

<b>Average</b>										<b>\$34,510</b>	<b>\$40,936</b>	<b>\$47,361</b>	<b>\$37,363</b>	<b>\$42,342</b>	<b>\$39,520</b>	<b>\$45,028</b>
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**Job # B058 / S28 - MAINTENANCE WORKER, SENIOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Maintenance Tech II	Recreation Manager	01/2019	2080.00	=	N	0	0	1	\$42,394	\$50,979	\$59,564	\$48,963	\$58,406	\$53,242	\$0
AURORA	Maintenance and Operations Technician (PROS, Streets, Traffic) (BB46)	Supervisor	01/2020	2080.00	=	N	0	0	71	\$41,198	\$49,436	\$57,673	\$41,184	\$57,673	\$47,374	\$0
BENNETT	Utility Systems Supervisor	Public Works Director	01/2020	2080.00	=	N	3	0	1	\$59,000	\$71,438	\$83,876	\$59,000	\$83,876	\$71,438	\$71,438
BERTHOUD	Senior Maintenance Worker	Street Supervisor	01/2020	2080.00	=	N	0	0	1	\$43,449	\$50,229	\$57,009	\$47,964	\$47,964	\$47,964	\$0
BLACK HAWK	Facilities Maintenance Worker	Fleet Supervisor	01/2020	2080.00	=	N	0	0	2	\$47,304	\$54,400	\$61,495	\$0	\$0	\$0	\$0
BRIGHTON	Maintenance Worker III		03/2020	2080.00	=	N	0	0	10	\$44,509	\$52,744	\$60,978	\$44,509	\$60,969	\$52,132	\$0
BROOMFIELD	Streets or Utilities Technician/Utilities Mapping/GIS Technician	Streets or Utilities Foreman	01/2020	2080.00	=	N	0	0	12	\$41,704	\$49,868	\$58,032	\$42,370	\$51,979	\$47,174	\$0
BRUSH	Lead Municipal Worker		01/2020	2080.00	=	N			1	\$27,846	\$33,354	\$38,862	\$29,539	\$29,539	\$29,539	\$0
CANON CITY	Street Maintenance Worker & Utility Maintenance Worker	Street Supervisor/ Water Distribution Supervisor	01/2019	2080.00	=	N	0	0	12	\$31,065	\$36,547	\$42,029	\$26,007	\$35,185	\$29,320	\$0
CASTLE ROCK	SR. MAINTENANCE TECHNICIAN		01/2020	2080.00	=	N	0	0	7	\$46,966	\$55,182	\$63,398	\$0	\$0	\$0	\$0
CENTRAL CITY	Laborer II	Foreman	01/2020	2080.00	=	N	0	0	5	\$34,684	\$37,820	\$40,955	\$36,071	\$42,593	\$40,560	\$0
COLORADO SPRINGS	Senior Maintenance Technician	Skilled Maintenance Supervisor	02/2020	2080.00	=	N	0	0	44	\$56,933	\$68,450	\$79,966	\$58,458	\$74,899	\$58,000	\$0
CRESTED BUTTE	Public Works Crew	Public Works Director	01/2020	2080.00	=	N	0	0	3	\$39,149	\$46,595	\$54,041	\$45,760	\$47,590	\$0	\$0
EATON			01/2020	2080.00	=	N			3	\$0	\$0	\$0	\$55,625	\$57,675	\$56,992	\$0
ERIE	Maintenance Technician III	Streets or D&C Supervisor	02/2020	2080.00	=	N	0	0	6	\$54,391	\$62,822	\$71,252	\$54,392	\$63,190	\$58,191	\$0
ESTES PARK	Parks Maintenance Worker II	Parks Maintenance Supervisor	01/2020	2080.00	=	N	0	0	3	\$39,738	\$46,692	\$53,646	\$42,824	\$45,900	\$44,868	\$0
FEDERAL HEIGHTS	PUBLIC WORKS WORKER II	Public Works Crew Leader	01/2020	2080.00	=	N	0	0	4	\$47,113	\$56,246	\$65,379	\$52,416	\$61,069	\$54,746	\$0
FLORENCE	Maintenance Worker - Public Works/Water	Public Works Director/Water Superintendent	01/2020	2080.00	=	N	0	0	3	\$53,926	\$54,735	\$55,544	\$0	\$0	\$0	\$0
FORT LUPTON	Senior Maintenance Worker	Public Works Supervisor	02/2020	2080.00	>	N	0	0	1	\$41,600	\$49,920	\$58,240	\$58,240	\$58,240	\$58,240	\$0
FORT MORGAN	Golf Course Asst. Superintendent, Apprentice Lineman	Golf Superintendent and Light & Power Superintendent	3/2020	2080.00	=	N	0	0	12	\$43,200	\$54,000	\$64,800	\$40,040	\$62,830	\$50,341	\$0
FREDERICK	Maintenance Worker III / Lead Maintenance Worker	Public Works Supervisor	01/2020	2080.00	=	N	0	0	1	\$52,416	\$60,868	\$69,320	\$58,916	\$58,916	\$58,916	\$0
FRUITA	Senior Maintenance Worker	Crew Supervisor	01/2020	2080.00	=	N	0	0	4	\$39,636	\$43,134	\$46,631	\$39,636	\$41,968	\$39,954	\$0

GLENDALE	Maintenance Worker II	Public Works Director	02/2019	2080.00	=	N	0	0	0	\$44,720	\$51,535	\$58,350	\$0	\$0	\$0	\$0
HAXTUN	Maintenance	Town Superintendent	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$52,126	\$52,126	\$52,126	\$0
KERSEY	PUBLIC WORKS DIRECTOR currently vacant	Town Manager/Board of Trustees	01/2020	2080.00	=	N	0	2	0	\$68,095	\$73,710	\$79,325	\$0	\$0	\$0	\$0
LAFAYETTE	Streets / Utility Technician III	Crew Supervisor	01/2020	2080.00	=	N	0	0	3	\$43,188	\$53,985	\$64,782	\$59,051	\$59,051	\$59,051	\$0
LAMAR	Maintenance Worker II	Public Works Director	01/2019	2080.00	=	N	3	3	15	\$27,909	\$34,014	\$40,118	\$27,909	\$34,943	\$30,084	\$40,118
LOUISVILLE	Operations Technician II	Operations Foreman	02/2020	2080.00	=	N	0	0	5	\$41,870	\$48,620	\$55,369	\$41,870	\$50,003	\$44,594	\$0
LYONS	Parks/Public Works Lead III	Public Works/Parks Director	01/2020	2080.00	=	N	6	0	0	\$43,648	\$51,808	\$59,968	\$44,303	\$60,868	\$54,891	\$0
MANITOU SPRINGS	UTILITIES SUPERVISOR	FOREMAN	01/2020	2080.00	=	N	0	0	1	\$39,867	\$47,840	\$55,814	\$43,854	\$51,827	\$0	\$47,840
MEAD	Maintenance Worker II-Maintenance Worker III		1/2020	2080.00	=	N	0	0	1	\$44,000	\$55,000	\$66,000	\$0	\$0	\$66,498	\$0
MEEKER	Utility Worker	Public Works Superintendent	01/2020	2080.00	=	N	0	0	1	\$42,442	\$48,506	\$54,569	\$42,442	\$54,569	\$48,506	\$0
MONTE VISTA	MAINTENANCE WORKER	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$34,920	\$41,040	\$47,160	\$35,360	\$45,697	\$40,528	\$0
MT. CRESTED BUTTE	Maintenance Worker	Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$50,000	\$57,500	\$65,000	\$64,376	\$64,376	\$64,376	\$0
OURAY	Maintenance Worker II	Public Works Director	01/2020	2080.00	=	N	0	0	4	\$44,859	\$53,820	\$62,782	\$44,859	\$50,862	\$47,860	\$0
PALISADE	Maintenance Worker II	Public Works Foreman & Director	01/2019	2080.00	=	N	0	0	3	\$41,669	\$46,219	\$50,769	\$41,669	\$50,769	\$47,614	\$0
PAONIA	MAINTENANCE WORKER	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$36,587	\$42,255	\$47,923	\$40,071	\$40,071	\$40,071	\$0
PLATTEVILLE	Maintenance Worker - Level 2	Public Works Director	01/2020	2080.00	=	N	0	0	3	\$0	\$0	\$0	\$35,044	\$38,289	\$42,074	\$0
PONCHA SPRINGS	Crewman II	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$34,335	\$41,805	\$49,275	\$42,640	\$42,640	\$42,640	\$0
PUEBLO	PARKS AREA CREW LEADER	PARKS SUPERVISOR		2085.00		N			2	\$47,702	\$53,828	\$59,954	\$55,107	\$57,270	\$56,188	\$0
RANGELY	MAINTENANCE WORKER III		01/2020	2080.00	=	N	0	0	1	\$40,800	\$45,900	\$51,000	\$40,800	\$45,900	\$43,860	\$0
RIDGWAY	UTILITY MAINTENANCE OPERATOR III- C&D	PW Services Administrator	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,632	\$63,885	\$61,797	\$54,759
SPRINGFIELD	STREET MAINTENANCE	Street Superintendent	01/2020	2080.00	=	N	0	0	1	\$31,000	\$33,000	\$35,000	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	Maintenance Worker, Senior	Supervisor or Manager	01/2019	2080.00	=	N	0	0	2	\$45,311	\$53,240	\$61,169	\$52,911	\$52,911	\$0	\$0
STERLING	Maintenance Worker III	Division Superintendent	01/2020	2080.00	=	N	0	0	2	\$44,928	\$49,052	\$53,177	\$43,619	\$43,619	\$43,619	\$0
THORNTON	Equipment Operator II- Utilities/Environ Svcs	varies	01/2020	2080.00	=	N	0	0	15	\$44,416	\$51,522	\$58,629	\$45,291	\$58,629	\$49,846	\$0
WESTMINSTER	Senior Maintenanceworker	Utilities Foreman and Lead Street Operator	01/2020	2085.00	=	N	0	0	3	\$43,640	\$49,748	\$55,856	\$48,168	\$55,856	\$53,293	\$55,856
WHEAT RIDGE	MAINTENANCE WORKER/ SENIOR		01/2020	2080.00		N	0	0	6	\$33,761	\$40,470	\$47,180	\$35,481	\$50,805	\$43,143	\$0
WINTER PARK	Trails Maintenance/Construction	Parks & Trails Manager	01/2020	2080.00	=	N	0	0	8	\$43,100	\$51,675	\$60,250	\$59,925	\$59,925	\$59,925	\$0
WOODLAND PARK	MAINTENANCE WORKER II - STREETS & UTILITIES FIELD SERVICES	CREW CHIEF: STREETS & UTILITIES FIELD SERVICES	01/2020	2080.00	=	N	0	0	4	\$38,976	\$45,797	\$52,618	\$38,979	\$42,411	\$41,163	\$0

<b>Average</b>	<b>\$43,043</b>	<b>\$50,160</b>	<b>\$57,277</b>	<b>\$45,660</b>	<b>\$52,739</b>	<b>\$49,579</b>	<b>\$54,002</b>
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#### Job # B126 - MANAGEMENT ANALYST I

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	MANAGEMENT ANALYST I	VARIABLES	01/2020	2080.00	=	Y	0	0	4	\$39,160	\$51,888	\$64,615	\$58,474	\$69,590	\$62,283	\$0
BROOMFIELD	Administrative Analyst	Varies	01/2020	2080.00	=	N	0	0	5	\$52,104	\$62,816	\$73,528	\$58,219	\$72,322	\$65,270	\$0
CENTRAL CITY	MANAGEMENT ASSISTANT	CITY MANAGER	01/2020	2080.00	=	N	0	0	0	\$43,527	\$51,144	\$58,761	\$0	\$0	\$0	\$0
ERIE	MANAGEMENT ANALYST I		02/2020	2080.00		N	0	0	1	\$76,239	\$91,486	\$106,734	\$84,000	\$84,000	\$84,000	\$0
EVANS	Management Analyst		01/2020	2080.00	=	N	0	0	1	\$58,092	\$72,615	\$87,138	\$65,988	\$65,988	\$65,988	\$65,988
LONE TREE			01/2020	2080.00					1	\$48,200	\$59,000	\$69,800	\$50,112	\$0	\$0	\$0
SUPERIOR	PROS Management Analyst	Parks, Recreation and Open Space Director	01/2020	2080.00	=	Y	0	0	1	\$54,459	\$68,692	\$82,926	\$67,016	\$67,016	\$67,016	\$0
WESTMINSTER	Management Analyst	Administrative Officer - Manager Level	01/2020	2085.00	=	Y	0	0	3	\$67,213	\$75,614	\$84,016	\$67,213	\$84,016	\$74,434	\$72,074

<b>Average</b>	<b>\$54,874</b>	<b>\$66,657</b>	<b>\$78,440</b>	<b>\$64,432</b>	<b>\$73,822</b>	<b>\$69,832</b>	<b>\$69,031</b>
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#### Job # B127 - MANAGEMENT ANALYST II

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Senior Management Analyst	Budget / Finance Program Manager	01/2020	2080.00	=	N	0	0	0	\$47,384	\$62,784	\$78,183	\$69,675	\$80,528	\$74,383	\$0
GREENWOOD VILLAGE	MANAGEMENT ANALYST II		01/2020	2080.00					1	\$62,307	\$75,141	\$87,975	\$66,934	\$66,934	\$66,934	\$0
LONE TREE			01/2020	2080.00					1	\$64,800	\$81,000	\$97,200	\$64,232	\$0	\$0	\$0
WESTMINSTER	Senior Management Analyst	Administrative Officer - Manager Level	01/2020	2085.00	=	N	0	0	5	\$77,673	\$87,382	\$97,092	\$80,719	\$97,092	\$90,616	\$90,265
WHEAT RIDGE	Management Analyst	Administrative Services Director	01/2020	2080.00	=	Y	0	0	1	\$59,428	\$71,356	\$83,285	\$66,847	\$66,847	\$66,847	\$0

<b>Average</b>	<b>\$62,318</b>	<b>\$75,533</b>	<b>\$88,747</b>	<b>\$69,681</b>	<b>\$77,850</b>	<b>\$74,695</b>	<b>\$90,265</b>
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#### Job # B118 - METER READER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Water Wastewater Technician 1	UTILITY SUPERINTENDENT	01/2020	2080.00	=	N	0	0	4	\$31,712	\$38,038	\$44,364	\$31,712	\$34,902	\$32,515	\$33,311

ASPEN	Meter Technician	Assistant Utility Operations Manager	01/2019	2080.00	=	N	0	0	1	\$38,161	\$45,889	\$53,617	\$45,884	\$52,561	\$48,109	\$0
AURORA	Water Field Representative I / II	Customer Service Supervisor	01/2020	2080.00	=	N	0	0	10	\$30,690	\$41,044	\$51,397	\$41,947	\$50,930	\$44,403	\$0
BROOMFIELD	Water Meter Reader/Worker	Lead Meter Reader	01/2020	2080.00	=	N	0	0	0	\$37,440	\$46,436	\$55,432	\$0	\$0	\$0	\$0
BURLINGTON	Utility Meter Reader	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$34,640	\$41,645	\$48,650	\$44,379	\$44,379	\$44,379	\$44,379
CORTEZ	Meter Reader	Public Works Foreman	01/2020	2080.00	=	N	0	0	1	\$32,406	\$40,445	\$48,484	\$32,822	\$32,822	\$32,822	\$0
ESTES PARK	METER READER		01/2020	2080.00	=	N	0	0	0	\$39,738	\$46,692	\$53,646	\$0	\$0	\$0	\$0
FORT COLLINS	Technician I, Customer Support	Senior Supervisor, Electric Distribution	01/2020	2080.00	=	N	0	0	2	\$37,656	\$47,070	\$56,484	\$45,011	\$47,889	\$46,450	\$46,492
GOLDEN	Meter Technician	Utilities Supervisor	1/2020	2080.00	=	N	0	0	1	\$45,150	\$53,060	\$60,970	\$55,473	\$55,473	\$55,473	\$0
GRAND JUNCTION	Utilities Customer Service Specialist	Operations and Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$32,640	\$39,168	\$45,696	\$41,787	\$41,787	\$41,787	\$0
GREELEY	METER READER	Crew Supervisor	01/2020	2080.00	=	N	0	0	0	\$35,071	\$40,331	\$45,592	\$0	\$0	\$0	\$0
LAMAR	Meter Reader	Meter Service Supervisor	01/2020	2080.00	=	N	0	0	1	\$22,298	\$29,078	\$35,859	\$41,820	\$41,820	\$41,820	\$46,751
LAVETA	Code Enforcement/Meter Reader/Park Maintenance		01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$28,695	\$28,695	\$28,695	\$0
LOVELAND	Meter Reader	Crew Supervisor	01/2020	2080.00	=	N	0	0	3	\$41,300	\$50,600	\$59,900	\$43,472	\$53,726	\$49,011	\$0
MANITOU SPRINGS	Water Meter Reader	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$35,647	\$42,776	\$49,905	\$39,211	\$46,340	\$0	\$42,776
MONTE VISTA	METER READER	Public Works Director	01/2020	2080.00	=	N	0	0	2	\$28,920	\$33,960	\$39,000	\$29,681	\$41,080	\$32,428	\$0
RIFLE	Meter Reader		01/2020	2080.00	=	N	0	0	1	\$35,070	\$42,105	\$49,140	\$50,778	\$50,778	\$50,778	\$50,778
THORNTON	Meter Technician I/II	Utility Maintenance Supervisor/Meter Superintendent	01/2020	2080.00	=	N	0	0	9	\$44,416	\$54,654	\$64,893	\$44,416	\$58,629	\$51,065	\$0
TRINIDAD	Meter Reader II	Finance Director	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$40,481	\$45,739	\$43,110	\$0
WELLINGTON	Meter Reader	Streets Superintendent	01/2020	2080.00	=	N	0	0	1	\$36,800	\$44,100	\$51,400	\$38,703	\$38,703	\$38,703	\$0
Average										\$35,542	\$43,172	\$50,802	\$40,957	\$45,074	\$42,597	\$44,081

#### Job # M04 / S04 - MUNICIPAL JUDGE

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Presiding Judge (GD00)	City Council	01/2020	2080.00	=	Y	20	5	1	\$131,950	\$164,911	\$197,872	\$170,073	\$170,073	\$170,073	\$0
BLANCA	Judge		01/2020	0.00	=	N	0	0	1	\$2,231	\$2,231	\$2,231	\$2,231	\$2,231	\$2,231	\$2,231
BROOMFIELD	Municipal Judge	Mayor & Council	01/2020	2080.00	=	Y	1	1	0	\$121,888	\$147,472	\$173,056	\$0	\$0	\$0	\$0
BUENA VISTA	Municipal Court Judge		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$13,328	\$13,328	\$13,328	\$0
CANON CITY	Municipal Judge	City Council	01/2019	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$64,088	\$64,088	\$64,088	\$0
CORTEZ	Municipal Judge	City Council	01/2020	0.00	=	Y	0	0	1	\$18,594	\$18,594	\$18,594	\$18,594	\$18,594	\$18,594	\$0
DENVER	County Court Judge		03/2020	2080.00	=	Y	0	0	18	\$24,960	\$77,480	\$130,000	\$187,656	\$187,656	\$187,656	\$187,656
ENGLEWOOD	Judge	City Council	01/2019	2080.00	=	Y	1	1	1	\$0	\$0	\$0	\$134,256	\$134,256	\$134,256	\$0
ESTES PARK	Municipal Judge	Town Administrator	01/2020	2080.00	=	Y	1	1	0	\$85,420	\$104,640	\$123,859	\$0	\$0	\$0	\$0
FLORENCE	Municipal Judge		01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$25,958	\$25,958	\$25,958	\$25,958
FORT COLLINS	Chief Judge	City Council	01/2020	2080.00	=	Y	0	0	1	\$150,000	\$225,000	\$300,000	\$162,350	\$162,350	\$162,350	\$150,834
GREELEY	MUNICIPAL JUDGE	City Council	01/2020	2080.00	=	Y	0	0	1	\$127,067	\$158,834	\$190,601	\$154,760	\$154,760	\$154,760	\$0
LAKEWOOD	Municipal Judge		01/2020	2080.00	=	Y	0	0	1	\$104,000	\$156,000	\$208,000	\$150,634	\$150,634	\$150,634	\$0
LONGMONT	Municipal Judge	City Council	01/2020	2080.00	=	Y	12	3	1	\$0	\$0	\$0	\$156,278	\$156,278	\$156,278	\$156,278
LOVELAND	Presiding Municipal Judge	City Council	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$153,483	\$153,483	\$153,483	\$0
MONTROSE	Municipal Court Judge	City Council	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$33,000	\$33,000	\$33,000	\$0
MORRISON	JUSTICE COURT JUDGE		1/1/2020	120.00	=	N	0	0	0	\$0	\$0	\$0	\$28,411	\$28,411	\$28,411	\$0
PUEBLO	MUNICIPAL COURT JUDGE	CITY COUNCIL	01/2020	2085.00	=	Y	10	1	1	\$101,342	\$116,010	\$130,679	\$121,416	\$121,416	\$121,416	\$0
THORNTON	Presiding Municipal Judge	Mayor/City Council	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$164,621	\$164,621	\$164,621	\$0
VAIL	Municipal Judge		01/2020	884.00	=	N	0	0	1	\$0	\$0	\$0	\$50,801	\$50,801	\$50,801	\$0
WESTMINSTER	Presiding Municipal Court Judge	City Manager	01/2020	2085.00	=	Y	1	1	1	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000	\$175,000
Average										\$94,768	\$122,379	\$149,990	\$103,523	\$103,523	\$103,523	\$116,326

#### Job # B065 / S33 - MUSEUM CURATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Museum Specialist (AA50)	Museum Coordinator	01/2020	2080.00	=	Y	0	0	4	\$41,198	\$49,436	\$57,673	\$42,539	\$45,519	\$53,817	\$0
BROOMFIELD	Museum Curator	MUSEUM MANAGER	01/2020	2080.00	=	N	0	0	0	\$48,464	\$58,656	\$68,848	\$0	\$0	\$0	\$0
BURLINGTON	Old Town Museum and Emporium Director	City Administrator	01/2020	2080.00	=	Y	0	0	1	\$42,850	\$50,349	\$57,848	\$43,630	\$43,630	\$43,630	\$43,630
CANON CITY	Archivist/Curator	Library & Museum Director	01/2019	2080.00	=	Y	3	0	1	\$31,065	\$36,547	\$42,029	\$35,000	\$35,000	\$35,000	\$0
COLORADO SPRINGS	Museum Curator	Cultural Services Manager	02/2020	2080.00	=	Y	0	0	1	\$61,907	\$74,318	\$86,730	\$80,186	\$80,186	\$80,186	\$0
ESTES PARK	Museum Curator	Museum Director	01/2020	2080.00	=	N	0	0	2	\$52,425	\$61,599	\$70,773	\$53,463	\$56,136	\$54,800	\$0
FORT COLLINS	Curator	Assistant Museum Director	01/2020	2080.00	=	Y	0	0	2	\$45,928	\$61,237	\$76,546	\$60,127	\$61,839	\$60,983	\$59,207
FORT MORGAN	Museum Curator or Museum Educator	Library / Museum Director	3/2020	2080.00	=	N	0	0	1	\$39,700	\$49,680	\$59,660	\$43,552	\$43,552	\$43,552	\$0
FRISCO	Museum Manager	Finance Director	01/2020	2080.00	=	N	2	2	1	\$52,488	\$62,986	\$73,483	\$51,940	\$51,940	\$51,940	\$0
GREELEY	MUSEUM CURATOR	Museum Superintendent	01/2020	2080.00	=	Y	0	0	4	\$49,837	\$59,804	\$69,772	\$51,355	\$66,186	\$58,724	\$0
LAKEWOOD	Museum Curator		01/2020	2080.00	=	Y	0	0	1	\$50,794	\$60,934	\$71,074	\$60,029	\$60,029	\$60,029	\$0
LONGMONT	Museum Curator	Museum Manager	01/2020	2080.00	=	Y	0	0	3	\$54,342	\$59,776	\$65,211	\$60,985	\$63,013	\$61,945	\$61,837
LOUISVILLE	Museum Coordinator	Director of Library & Museum Services	02/2020	2080.00	=	N	0	0	1	\$47,091	\$54,683	\$62,275	\$59,654	\$59,654	\$59,654	\$0
LOVELAND	Museum Curator	Cultural Services Director	01/2020	2080.00	=	Y	0	0	3	\$51,600	\$65,800	\$80,000	\$70,054	\$72,592	\$71,586	\$0

STERLING	Museum Curator	Parks, Library, and Recreation Director	01/2020	2080.00	=	Y	4	4	1	\$59,385	\$72,799	\$86,213	\$57,655	\$57,655	\$57,655	\$0
WINDSOR	Museum Curator	Art & Heritage Manager	02/2020	2080.00	=	Y	0	0	1	\$45,500	\$55,700	\$65,900	\$57,096	\$57,096	\$57,096	\$0
Average										\$48,411	\$58,394	\$68,377	\$55,151	\$56,935	\$56,706	\$54,891
<b>Job # M22 - MUSEUM DIRECTOR</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Museum Supervisor (AB50)	Manager of Cultural Arts	01/2020	2080.00	=	Y	9	9	1	\$48,204	\$57,780	\$67,357	\$52,628	\$52,628	\$71,750	\$0
COLORADO SPRINGS	Museum Manager		02/2020	2080.00	=	N	0	0	1	\$91,997	\$110,606	\$129,215	\$113,326	\$113,326	\$113,326	\$0
ESTES PARK	Museum Director	Assistant Town Administrator	01/2020	2080.00	=	Y	2	2	1	\$58,533	\$71,703	\$84,873	\$71,683	\$71,683	\$71,683	\$0
FORT COLLINS	Sr Manager, Cultural Services	Sr Manager, Cultural Services	01/2020	2080.00	=	Y	0	0	2	\$80,572	\$107,429	\$134,286	\$92,363	\$97,398	\$94,881	\$90,808
GOLDEN	Museum Manager	Parks & Recreation Director	1/2020	2080.00	=	Y	15	4	1	\$81,800	\$102,300	\$122,800	\$90,000	\$90,000	\$90,000	\$0
LONGMONT	Museum Director	Director of Community Services	01/2020	2080.00	=	Y	11	8	1	\$93,293	\$102,622	\$111,951	\$104,699	\$104,699	\$104,699	\$104,699
MORRISON	MUSEUM DIRECTOR	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$72,100	\$72,100	\$72,100	\$0
Average										\$75,733	\$92,073	\$108,414	\$85,257	\$85,976	\$88,348	\$97,754
<b>Job # B043 - NETWORK ADMINISTRATOR</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Network Administrator	Chief Information Officer	01/2020	2080.00	=	Y	0	0	1	\$76,309	\$90,324	\$104,340	\$76,309	\$76,309	\$76,309	\$0
ASPEN	IT Network Coordinator	IT Director	01/2019	2080.00	=	Y	0	0	1	\$68,057	\$81,838	\$95,620	\$93,745	\$93,745	\$93,745	\$0
AURORA	Network Administrator II	Systems & Networking Manager	01/2020	2080.00	=	Y	0	0	3	\$43,076	\$57,076	\$71,076	\$65,007	\$68,925	\$67,111	\$0
BRIGHTON	Network Engineer	Asst Director of Information Technology	03/2020	2080.00	=	N	0	0	1	\$75,014	\$88,892	\$102,770	\$75,014	\$75,014	\$75,014	\$0
COLORADO SPRINGS	Network Administrator II	Information Technology Manager	02/2020	2080.00	=	Y	5	5	4	\$63,332	\$76,142	\$88,953	\$68,967	\$76,040	\$71,937	\$0
CORTEZ	Network Administrator	MIS Director	01/2020	2080.00	=	N	0	0	1	\$54,309	\$67,902	\$81,494	\$66,269	\$66,269	\$66,269	\$0
DELTA COUNTY	Network Technician		01/2020	2080.00	=	N	0	0	1	\$54,145	\$59,572	\$65,000	\$57,061	\$57,061	\$57,061	\$0
DENVER	IT Network Administrator II		03/2020	2080.00	=	Y	0	0	1	\$69,576	\$90,449	\$111,322	\$99,550	\$99,550	\$99,550	\$99,550
ERIE	Systems Administrator	IT Director	02/2020	2080.00	=	N	1	0	1	\$61,342	\$73,610	\$85,879	\$70,681	\$70,681	\$70,681	\$0
EVANS	IT Administrator		01/2020	2080.00	=	N	0	0	1	\$62,624	\$78,280	\$93,936	\$78,486	\$78,486	\$78,486	\$0
FEDERAL HEIGHTS	SYSTEM & NETWORK ADMINISTRATOR ASSISTANT	Finance Director	01/2020	2080.00		N	0	0	1	\$68,096	\$82,894	\$97,693	\$73,757	\$73,757	\$73,757	\$0
GLENWOOD SPRINGS	Network Administrator	IS Director	01/2020	2080.00	=	N	0	0	0	\$64,581	\$77,456	\$90,331	\$0	\$0	\$0	\$0
GREELEY	NETWORK ADMINISTRATOR I	Network Manager	01/2020	2080.00	=	Y	0	0	1	\$46,347	\$56,717	\$67,087	\$56,722	\$56,722	\$56,722	\$0
GREENWOOD VILLAGE			01/2020	2080.00					1	\$63,918	\$78,311	\$92,704	\$82,326	\$82,326	\$82,326	\$0
LONGMONT	Network Analyst	Chief Information Officer	01/2020	2080.00	=	Y	0	0	1	\$74,520	\$81,972	\$89,424	\$83,625	\$83,625	\$83,625	\$83,625
LOUISVILLE	Network Administrator	Director of Information Technology	02/2020	0.00	=	N	0	0	0	\$64,459	\$74,848	\$85,238	\$0	\$0	\$0	\$0
LOVELAND	Network and Systems Administrator	Infrastructure Services Manager	01/2020	2080.00	=	N	0	0	5	\$62,200	\$79,300	\$96,400	\$68,369	\$85,716	\$79,971	\$0
OURAY	Information Technology Administrator	Finance & Administrative Director	01/2020	2080.00	=	N	0	0	1	\$48,191	\$57,772	\$67,353	\$56,608	\$56,608	\$56,608	\$0
SILVERTHORNE	Network Administrator	Assistant Town Manager	01/2020	2080.00	=	Y	1	1	1	\$82,612	\$96,381	\$110,149	\$99,880	\$99,880	\$99,880	\$0
STEAMBOAT SPRINGS	INFORMATION SYSTEMS ENGINEER (A)	INFORMATION SYSTEMS MANAGER	01/2019	2080.00	=	Y	0	0	1	\$60,476	\$74,084	\$87,691	\$77,250	\$77,250	\$0	\$0
TELLURIDE	IT COORDINATOR	ADMIN SERVICES DIRECTOR	03/2020	2080.00	=	N	0	0	1	\$66,560	\$81,536	\$96,511	\$79,059	\$79,059	\$79,059	\$0
THORNTON	Network Administrator II	Network Engineer	01/2020	2080.00	=	Y	0	0	2	\$93,491	\$108,450	\$123,408	\$11,766	\$120,183	\$119,025	\$0
WHEAT RIDGE	Network Administrator	IT Manager	01/2020	2080.00	=	Y	0	0	1	\$70,185	\$87,758	\$105,330	\$94,895	\$94,895	\$94,895	\$0
WINDSOR	NETWORK ADMINISTRATOR		02/2020	2080.00	=	N	0	0	1	\$51,400	\$63,000	\$74,600	\$57,658	\$57,658	\$57,658	\$0
Average										\$64,367	\$77,690	\$91,013	\$72,409	\$78,625	\$78,080	\$91,588
<b>Job # B043.1 - NETWORK ADMINISTRATOR, SENIOR</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Senior Network Administrator		01/2020	2080.00	=	Y	0	0	1	\$89,336	\$105,744	\$122,153	\$95,390	\$95,390	\$95,390	\$0
BROOMFIELD	Senior Network Engineer	IT Operations Manager	01/2020	2080.00	=	Y	0	0	0	\$87,360	\$104,468	\$121,576	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Senior Network Administrator	Information Systems Supervisor	02/2020	2080.00	=	N	0	0	2	\$89,397	\$107,480	\$125,564	\$105,746	\$111,908	\$108,827	\$0
DENVER	IT Network Engineer		03/2020	2080.00	=	Y	0	0	12	\$79,509	\$103,362	\$127,214	\$92,000	\$109,168	\$101,221	\$102,484
FORT MORGAN	Director of Information Technology	City Manager	3/2020	2080.00	=	N	3	0	0	\$73,400	\$91,700	\$110,000	\$75,602	\$75,602	\$75,602	\$0
GREELEY			01/2020	2080.00					2	\$83,128	\$103,898	\$124,668	\$86,237	\$97,446	\$91,842	\$0
LONGMONT	Lead Network Architect	Chief Information Officer	01/2020	2080.00	=	N	0	0	0	\$91,185	\$100,304	\$109,422	\$101,317	\$101,317	\$101,317	\$101,317
MONTROSE	Network Administrator	Director of Information Services	01/2020	2080.00	=	Y	0	0	1	\$64,577	\$78,751	\$92,925	\$77,403	\$80,424	\$72,500	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			1	\$73,176	\$89,641	\$106,106	\$96,528	\$96,528	\$0	\$0
THORNTON	Network Engineer	Network Services Manager	01/2020	2080.00	=	Y	3	2	1	\$100,036	\$116,042	\$132,047	\$132,047	\$132,047	\$132,047	\$0

WESTMINSTER	Network Engineer	Senior Telecommunications Administrator	01/2020	2086.00	=	Y	0	0	1	\$96,493	\$108,555	\$120,617	\$120,617	\$120,617	\$120,617	\$120,617
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<b>Average</b>	<b>\$84,327</b>	<b>\$100,904</b>	<b>\$117,481</b>	<b>\$98,289</b>	<b>\$102,045</b>	<b>\$99,929</b>	<b>\$108,139</b>
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#### Job # S12 - OFFICE ASSISTANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOS	Office Manager	Public Works Director	01/2020	2050.00	=	N	0	0	1	\$37,435	\$44,924	\$52,413	\$38,750	\$38,750	\$38,750	\$38,750
CORTEZ	Public Works Secretary/General Services Secretary	Public Works Admin Assistant/General Services Director	01/2020	2080.00	=	N	0	0	1	\$32,406	\$40,445	\$48,484	\$45,802	\$45,802	\$45,802	\$0
DELTA COUNTY	Administrative Assistant		01/2020	2080.00	=	N	0	0	4	\$23,550	\$28,272	\$32,993	\$30,583	\$30,929	\$30,756	\$0
DENVER	Administrative Support Assistant III		03/2020	2080.00			0	0	96	\$36,130	\$44,440	\$52,749	\$32,906	\$52,749	\$43,525	\$43,702
FORT LUPTON	Library Lead Secretary	Library Director	02/2020	2080.00	=	N	0	0	1	\$33,280	\$39,936	\$46,592	\$38,189	\$38,189	\$38,189	\$0
FRISCO	SECRETARY II		01/2020	2080.00		N	0	0	1	\$38,153	\$43,876	\$49,598	\$48,606	\$48,606	\$48,606	\$0
LA JUNTA	Secretary		01/2020	2080.00		N			2	\$27,469	\$30,437	\$33,405	\$26,286	\$31,472	\$28,880	\$0
LASALLE	Assistant Clerk	Town Clerk / Treasurer	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$36,400	\$36,920	\$37,440	\$0
STERLING	Administrative Assistant I	Department/Division Head	01/2020	2080.00	=	N	0	0	5	\$28,430	\$34,975	\$41,519	\$29,287	\$35,393	\$31,896	\$0
<b>Average</b>										<b>\$32,107</b>	<b>\$38,413</b>	<b>\$44,719</b>	<b>\$36,312</b>	<b>\$39,868</b>	<b>\$38,205</b>	<b>\$41,226</b>

#### Job # M23.5 - OPEN SPACE & TRAILS MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Parks Supervisor - Open Space		01/2020	2080.00	=	N	0	0	0	\$67,256	\$79,610	\$91,963	\$0	\$0	\$0	\$0
ERIE	OPEN SPACE & TRAILS MANAGER		02/2020	0.00		N	0	0	0	\$59,639	\$68,884	\$78,128	\$0	\$0	\$0	\$0
GLENWOOD SPRINGS	Crew Leader/Parks Trails and Open Space	Parks & Cemetery Superintendent	01/2020	2080.00	=	N	2	0	0	\$48,505	\$59,118	\$69,731	\$0	\$0	\$0	\$0
LOVELAND	Open Lands & Trails Manager	Director of Parks & Recreation	01/2020	2080.00	=	N	0	0	1	\$82,700	\$107,500	\$132,300	\$132,288	\$132,288	\$132,288	\$0
WESTMINSTER	Open Space Superintendent	Open Space Manager	01/2020	2086.00	=	Y	2	2	1	\$77,673	\$87,382	\$97,092	\$96,407	\$96,407	\$96,407	\$96,407
WINDSOR	Open Space & Trails Manager	Director PRC	02/2020	2080.00	=	N	0	0	1	\$82,400	\$103,000	\$123,600	\$101,836	\$101,836	\$101,836	\$0
<b>Average</b>										<b>\$69,696</b>	<b>\$84,249</b>	<b>\$98,802</b>	<b>\$110,177</b>	<b>\$110,177</b>	<b>\$110,177</b>	<b>\$96,407</b>

#### Job # M23 - OPEN SPACE DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Open Space and Natural Resource Manager	Parks and Open Space Director	01/2019	2080.00	=	N	0	0	1	\$75,605	\$90,916	\$106,226	\$79,996	\$79,996	\$79,996	\$0
BRECKENRIDGE	Open Space & Trails Manager	Director of Recreation	01/01/20	2080.00	=	N	0	0	1	\$66,400	\$83,000	\$99,600	\$93,028	\$93,028	\$93,028	\$0
BROOMFIELD	Director of Open Space/Trails	Deputy City & County Manager	01/2020	2080.00	=	Y	1	1	1	\$106,808	\$125,632	\$144,456	\$144,331	\$144,331	\$144,331	\$0
DENVER	Director Natural Resources		03/2020	2080.00			0	0	1	\$87,200	\$113,360	\$139,520	\$126,523	\$126,523	\$126,523	\$126,523
LAFAYETTE	Open Space Superintendent	Park, Recreation and Open Space Director	01/2020	2080.00	=	Y	3	0	1	\$72,555	\$90,694	\$108,832	\$91,936	\$91,936	\$91,936	\$91,936
SUMMIT COUNTY	Open Space Director	Assistant County Manager - Community Services	07/2019	2080.00	=	Y	0	0	1	\$78,886	\$102,552	\$126,218	\$123,093	\$123,093	\$123,093	\$0
WESTMINSTER	Open Space Manager	Parks, Recreation & Libraries Director	01/2020	2086.00	=	Y	0	0	1	\$106,835	\$120,190	\$133,544	\$133,544	\$133,544	\$133,544	\$133,544
<b>Average</b>										<b>\$84,898</b>	<b>\$103,763</b>	<b>\$122,628</b>	<b>\$113,207</b>	<b>\$113,207</b>	<b>\$113,207</b>	<b>\$117,334</b>

#### Job # B074.6 - PARALEGAL

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	SENIOR PARALEGAL		01/2019	2080.00	=	N	0	0	1	\$52,320	\$62,915	\$73,510	\$61,261	\$61,261	\$61,261	\$0
AURORA	Paralegal (HA10)	City Attorney	01/2020	2080.00	=	N	0	0	5	\$51,503	\$61,798	\$72,092	\$58,170	\$60,147	\$63,568	\$0
COLORADO SPRINGS	Paralegal		02/2020	2080.00	=	N	0	0	4	\$52,232	\$62,798	\$73,363	\$55,750	\$61,335	\$58,500	\$0
DENVER	Paralegal II		03/2020	2080.00	=	N	0	0	33	\$54,600	\$67,163	\$79,726	\$55,973	\$76,546	\$66,778	\$68,245
FORT COLLINS	Paralegal		01/2020	2080.00	=	N	0	0	3	\$50,052	\$62,564	\$75,077	\$57,538	\$57,969	\$57,820	\$56,046
GUNNISON COUNTY	PARALEGAL I & II	COUNTY ATTORNEY	01/2020	2080.00	=	N	0	0	2	\$53,132	\$68,384	\$83,635	\$55,929	\$83,635	\$69,781	\$0
LOVELAND	Paralegal	City Attorney	01/2020	2080.00	=	N	0	0	1	\$62,200	\$79,300	\$96,400	\$65,062	\$65,062	\$65,062	\$0
PUEBLO	LEGAL ASSISTANT	ASSISTANT CITY ATTORNEY/CITY ATTORNEY	01/2020	2085.00	<	Y	1	1	1	\$48,433	\$53,428	\$58,423	\$56,679	\$56,679	\$56,679	\$0
STERLING	Paralegal	City Attorney	01/2020	2080.00	=	N	0	0	1	\$53,424	\$65,500	\$77,577	\$51,868	\$51,868	\$51,868	\$0
THORNTON	Paralegal	Law Office Administrator	01/2020	2080.00	=	N	0	0	3	\$58,220	\$67,536	\$76,851	\$68,100	\$70,448	\$68,975	\$0
VAIL	Deputy Town Clerk/Exec Assistant		01/2020	2080.00	=	N	0	0	1	\$54,680	\$66,988	\$79,297	\$54,080	\$54,080	\$54,080	\$0
<b>Average</b>										<b>\$53,709</b>	<b>\$65,307</b>	<b>\$76,905</b>	<b>\$58,219</b>	<b>\$63,548</b>	<b>\$61,307</b>	<b>\$62,146</b>

#### Job # M20.5 - PARK RANGER I

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COLORADO SPRINGS	Park Ranger	Park Ranger Supervisor	02/2020	2080.00	=	N	0	0	12	\$39,853	\$47,914	\$55,976	\$40,966	\$51,752	\$44,051	\$0
DENVER	Park Ranger		03/2020	2080.00	=	N	0	0	12	\$40,186	\$49,432	\$58,677	\$40,186	\$57,429	\$44,614	\$45,760
FORT COLLINS	Park Ranger		01/2020	2080.00	=	N	0	0	2	\$43,762	\$54,702	\$65,642	\$62,826	\$62,906	\$62,866	\$61,074
LONGMONT	Sr Park Ranger Technician	Parks/Open Space Ranger	01/2020	2080.00	=	N	0	0	2	\$49,160	\$54,076	\$58,992	\$55,171	\$55,171	\$55,171	\$55,171
LOUISVILLE	Seasonal Open Space & Parks Ranger	Open Space Manager	02/2019	2080.00	=	N	0	0	1	\$40,248	\$46,748	\$53,248	\$44,720	\$44,720	\$44,720	\$0
WESTMINSTER	Park Ranger	Senior Park Ranger	01/2020	2085.00	=	N	0	0	3	\$46,901	\$53,476	\$60,050	\$54,402	\$54,402	\$54,402	\$54,402
Average										\$43,352	\$51,058	\$58,764	\$49,712	\$54,397	\$50,971	\$54,102

#### Job # M20.55 - PARK RANGER II

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	PARK RANGER II		01/2019	2080.00					1	\$42,394	\$50,979	\$59,564	\$42,120	\$42,120	\$42,120	\$0
AURORA	Park Ranger I/II (BA54)	Park Ranger Supervisor	01/2020	2080.00	=	N	0	0	4	\$41,198	\$49,436	\$57,673	\$39,192	\$41,825	\$45,444	\$0
DENVER	Park Ranger Senior		03/2020	2080.00	=	N	0	0	11	\$45,926	\$56,492	\$67,059	\$45,926	\$63,315	\$53,559	\$55,848
FORT COLLINS	Lead Ranger		01/2020	2080.00	=	N	0	0	1	\$47,263	\$63,017	\$78,771	\$69,983	\$69,983	\$69,983	\$67,695
LAKEWOOD	Park Ranger II		01/2020	2080.00	=	N	0	0	2	\$55,848	\$66,986	\$78,125	\$72,467	\$73,549	\$73,008	\$0
LONGMONT	Parks/Open Space Ranger	Natural Resources Manager	01/2020	2080.00	=	N	0	0	1	\$61,291	\$67,420	\$73,550	\$70,383	\$70,383	\$70,383	\$70,383
PUEBLO	PROGRAM COORDINATOR - PARK RANGER	PARKS SUPERVISOR/PARKS MANAGER	01/2020	2085.00	=	N	0	0	0	\$43,377	\$48,908	\$54,440	\$0	\$0	\$0	\$0
WESTMINSTER	Senior Park Ranger	Lake Operations Coordinator	01/2020	2085.00	=	N	0	0	0	\$58,277	\$66,436	\$74,594	\$0	\$0	\$0	\$0
Average										\$49,447	\$58,709	\$67,972	\$56,678	\$60,196	\$59,083	\$64,642

#### Job # B089 - PARKING ENFORCEMENT OFFICER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Parking Control Officer	Lead Parking Officer	01/2019	2080.00	=	N	5	5	4	\$38,161	\$45,889	\$53,617	\$42,036	\$51,396	\$43,932	\$0
AURORA	Parking Control Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	2	\$29,573	\$37,298	\$45,024	\$37,605	\$43,397	\$40,501	\$0
DENVER	Right of Way Enforcement Agent I		03/2020	2080.00	=	N	0	0	53	\$40,186	\$49,432	\$58,677	\$43,680	\$58,677	\$48,964	\$48,460
DURANGO	Parking Enforcement Officer	Parking Operations Manager	01/2020	2080.00	=	N	0	0	4	\$34,755	\$41,706	\$48,657	\$35,291	\$42,248	\$38,770	\$0
ENGLEWOOD	Parking Management Officer	Police Sergeant	01/2019	2080.00	=	N	0	0	1	\$33,883	\$40,598	\$47,314	\$47,638	\$47,638	\$47,638	\$0
FORT COLLINS	Officer I, Enforcement	Supervisor, Enforcement	01/2020	2080.00	=	N	0	0	6	\$35,446	\$44,308	\$53,171	\$41,147	\$50,974	\$46,740	\$45,215
GLENWOOD SPRINGS	Parking Enforcement Officer	Patrol Sergeant	01/2020	2080.00	=	N	0	0	1	\$38,417	\$45,166	\$51,916	\$41,927	\$41,927	\$41,927	\$0
GOLDEN	Parking Enforcement Officer	Sergeant	1/2020	2080.00	=	N	0	0	1	\$39,000	\$46,800	\$54,600	\$40,518	\$40,518	\$40,518	\$0
GREELEY	PARKING ENFORCEMENT OFFCR	Police Sergeant	01/2020	2080.00	=	N	0	0	2	\$37,341	\$43,876	\$50,411	\$39,229	\$39,437	\$39,333	\$0
LONGMONT	Parking Enforcement Officer	Utility Billing Manager	01/2020	2080.00	=	N	0	0	1	\$41,058	\$45,164	\$49,270	\$46,075	\$46,075	\$46,075	\$46,075
PUEBLO	PARKING ENFORCER	POLICE CAPTAIN	01/2020	2085.00	=	N	0	0	1	\$34,328	\$38,562	\$42,796	\$34,328	\$34,328	\$34,328	\$0
SNOWMASS VILLAGE	PARKING ENFORCEMENT OFFICER		07/2019	2080.00		N			0	\$39,391	\$45,300	\$51,208	\$50,627	\$50,627	\$50,627	\$0
STEAMBOAT SPRINGS	PARKING/CODE ENFORCEMENT OFFICER	POLICE SERGEANT	01/2019	2080.00	=	N	0	0	1	\$39,638	\$46,575	\$53,512	\$40,456	\$40,456	\$0	\$0
TELLURIDE	Code Enforcement Officer	CHIEF MARSHAL	03/2020	2080.00	=	N	0	0	2	\$41,533	\$50,878	\$60,223	\$41,533	\$42,218	\$41,876	\$0
VAIL	Parking Attendant		01/2019	2080.00		N			1	\$38,584	\$45,521	\$52,458	\$38,584	\$38,584	\$38,584	\$0
Average										\$37,420	\$44,472	\$51,524	\$41,378	\$44,567	\$42,844	\$46,583

#### Job # M24 / S15 - PARKS & RECREATION DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	DIRECTOR OF PARKS & RECREATION	CITY MANAGER	01/2020	2080.00	>	Y	60	4	1	\$64,529	\$80,672	\$96,815	\$83,990	\$83,990	\$83,990	\$83,990
ARVADA	Director of Vibrant Community and Neighborhoods	City Manager	01/2020	2080.00	>	Y	65	7	1	\$132,560	\$156,468	\$180,375	\$180,375	\$180,375	\$180,375	\$0
ASPEN	Parks & Recreation Manager	City Manager	01/2019	2080.00	=	Y	0	0	1	\$98,346	\$118,261	\$138,176	\$112,361	\$112,361	\$112,361	\$0
AURORA	Director of Parks, Recreation and Open Space (AB22)	Deputy City Manager	01/2020	2080.00	=	Y	1205	8	1	\$90,645	\$113,301	\$135,957	\$152,095	\$152,095	\$149,350	\$0
BRECKENRIDGE	Assistant Director of Recreation	Director of Recreation	01/01/20	2018.00	=	Y	0	0	1	\$90,800	\$113,500	\$136,200	\$104,674	\$104,674	\$104,674	\$0
BRIGHTON	Parks & Rec Director	City Manager	03/2020	2080.00	=	Y	0	0	0	\$124,715	\$147,788	\$170,860	\$0	\$0	\$0	\$0
BRUSH	Director of Community Services	City Administrator	01/2020	2080.00	=	Y	4	0	1	\$75,853	\$96,655	\$117,457	\$85,076	\$87,628	\$87,628	\$0
BURLINGTON	Activities Director	City Administrator	01/2020	2080.00	<	Y	7	0	1	\$49,348	\$57,983	\$66,619	\$55,527	\$55,527	\$55,527	\$55,527
CARBONDALE	PARKS & RECREATION DIRECTOR		01/2020	2080.00	=	N	0	0	1	\$82,518	\$103,121	\$123,724	\$102,483	\$102,483	\$102,483	\$103,122
CASTLE ROCK	PARKS & REC DIRECTOR	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Parks, Recreation & Cultural Services Director	Assistant City Manager	02/2020	2080.00	=	Y	625	15	1	\$145,237	\$174,616	\$203,994	\$172,000	\$172,000	\$172,000	\$0
COMMERCE CITY	Director of Parks & Recreation	Deputy City Manager	01/2020	2080.00	=	Y	49	4	1	\$113,305	\$152,962	\$192,618	\$158,439	\$158,439	\$158,439	\$0
CORTEZ	Director of Parks & Recreation	City Manager	01/2020	2080.00	=	Y	48	0	1	\$68,494	\$85,602	\$102,710	\$74,506	\$74,506	\$74,506	\$0

DELTA	Parks Director	City Manager	01/2020	2080.00	=	Y	10	0	1	\$0	\$0	\$0	\$92,989	\$92,989	\$92,989	\$0
DENVER	Manager Department of Parks And Recreation		03/2020	2080.00	=	Y	0	0	1	\$24,960	\$77,480	\$130,000	\$144,168	\$144,168	\$144,168	\$144,168
DURANGO	Parks and Recreation Director	City Manager	01/2020	2080.00	=	Y	563	4	1	\$127,347	\$152,816	\$178,286	\$141,305	\$141,305	\$141,305	\$0
ENGLEWOOD	Director of Parks, Recreation & Library	City Manager	01/2019	2080.00	>	Y	0	0	1	\$107,143	\$136,650	\$166,158	\$119,787	\$119,787	\$119,787	\$0
ERIE	Park and Recreation Director	jDeputy Town Administrator	02/2020	2080.00	=	Y	125	3	1	\$127,072	\$152,486	\$177,901	\$137,700	\$137,700	\$137,700	\$0
FORT MORGAN	Director of Community Services	City Manager	3/2020	2080.00	=	N	0	0	1	\$73,400	\$91,700	\$110,000	\$78,280	\$78,280	\$78,280	\$0
FRISCO	Recreation and Culture DIRECTOR	Town Manager	01/2020	2080.00		N	0	0	1	\$97,353	\$126,559	\$155,765	\$117,987	\$117,987	\$117,987	\$0
FRUITA	Parks & Recreation Director	City Manager	01/2020	2080.00	=	Y	16	3	1	\$97,275	\$105,858	\$114,441	\$94,277	\$94,277	\$94,277	\$0
GLENDALE	Stadium Operations Director	City Manager	02/2020	2080.00	=	Y	75	3	1	\$95,500	\$112,125	\$128,750	\$128,370	\$128,370	\$128,370	\$0
GLENWOOD SPRINGS	Parks and Recreation Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$104,030	\$130,038	\$156,045	\$121,197	\$121,197	\$121,197	\$0
GOLDEN	Parks and Recreation Director	City Manager	1/2020	2080.00	=	Y	208	8	1	\$132,200	\$165,300	\$198,400	\$172,000	\$172,000	\$172,000	\$0
GRAND JUNCTION	Parks & Recreation Director	City Manager	01/2020	2080.00	=	Y	68	6	1	\$0	\$0	\$0	\$140,256	\$140,256	\$140,256	\$0
GREELEY	CPR DIRECTOR		01/2020	2080.00	=	N	0	0	1	\$127,067	\$158,834	\$190,601	\$148,304	\$148,304	\$148,304	\$0
GREENWOOD VILLAGE	Parks, Trails, & Recreation Director	City Manager	01/2020	2080.00	=	Y	0	4	1	\$118,973	\$146,423	\$173,873	\$136,302	\$136,302	\$136,302	\$0
GUNNISON	Parks & Recreation Director	City Manager	01/2020	2080.00	=	Y	30	3	1	\$90,300	\$106,100	\$121,900	\$121,900	\$121,900	\$121,900	\$0
KERSEY	RECREATION DIRECTOR	Town Manager	01/2020	2080.00	=	N	0	1	1	\$54,998	\$59,532	\$64,067	\$0	\$0	\$0	\$0
LA JUNTA	Director of Parks, Rec, Cemetery, Sr. Center, Transit		01/2020	2080.00		Y			1	\$57,123	\$63,285	\$69,447	\$66,127	\$66,127	\$66,127	\$0
LAFAYETTE	Parks, Recreation and open Space Director	City Administrator	01/2020	2080.00	=	N	65	0	1	\$125,000	\$156,250	\$187,500	\$158,142	\$158,142	\$158,142	\$0
LAKEWOOD	Director of Comm Resources		01/2020	2080.00	=	Y	204	9	1	\$109,886	\$151,809	\$193,731	\$174,346	\$174,346	\$174,346	\$0
LAMAR	Parks, Recreation & Cemeteries Director	City Administrator	01/2020	2080.00	=	Y	21	4	1	\$66,513	\$81,064	\$95,614	\$68,257	\$68,257	\$68,257	\$83,957
LOUISVILLE	Director of Parks & Recreation	City Manager	02/2020	2080.00	=	Y	60	5	1	\$120,723	\$146,702	\$172,681	\$165,776	\$165,776	\$165,776	\$0
LOVELAND	Director of Parks & Recreation	City Manager	01/2020	2080.00	=	Y	0	5	1	\$116,800	\$151,800	\$186,800	\$166,670	\$166,670	\$166,670	\$0
LYONS	Public Works Parks DIRECTOR	TOWN ADMINISTRATOR	01/2020	2080.00	=	N	7	0	0	\$76,461	\$91,888	\$107,314	\$77,608	\$108,924	\$88,163	\$0
MOUNTAIN VILLAGE	Assistant Public Works Director		01/2020	2080.00	=	N	0	0	0	\$64,796	\$76,137	\$87,478	\$0	\$0	\$0	\$0
NORTHGLENN	Director of Parks and Recreation	City Manager	01/2020	2080.00	=	Y	40	8	1	\$116,000	\$145,000	\$174,000	\$139,276	\$139,276	\$139,276	\$0
OURAY	City Resource Director	CITY ADMINISTRATOR	01/2020	2080.00	=	Y	53	4	1	\$81,607	\$97,929	\$114,250	\$81,607	\$81,607	\$81,607	\$0
PAGOSA SPRINGS	Parks and Recreation Director	Town Manager	01/2020	2080.00	=	Y	6	0	1	\$67,689	\$81,450	\$95,212	\$75,922	\$75,922	\$75,922	\$0
PARKER	Director of Parks, Recreation & Open Space		01/2019	2080.00		N	0	0	1	\$106,600	\$141,200	\$175,800	\$171,600	\$171,600	\$171,600	\$0
PUEBLO	DIRECTOR/PARKS & REC	MAYOR	01/2020	2085.00	=	Y	38	5	1	\$107,013	\$118,902	\$130,792	\$112,899	\$112,899	\$112,899	\$0
RIFLE	Parks/Rec Director		01/2020	2080.00		Y			1	\$75,705	\$94,658	\$113,610	\$93,765	\$93,765	\$93,765	\$93,765
SALIDA	PARKS & RECREATION DIRECTOR	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	0	0	1	\$71,756	\$89,695	\$107,634	\$93,457	\$93,457	\$93,457	\$93,457
SNOWMASS VILLAGE	PARKS & RECREATION DIRECTOR		07/2019	2080.00		N			0	\$86,788	\$104,146	\$121,503	\$99,777	\$99,777	\$99,777	\$0
STEAMBOAT SPRINGS	Parks and Community Services Director	City Manager	01/2019	2080.00	=	Y	46	4	1	\$95,615	\$117,128	\$138,641	\$123,599	\$123,599	\$0	\$0
STERLING	Parks, Library, and Recreation Director	City Manager	01/2020	2080.00	=	Y	34	5	1	\$81,461	\$99,862	\$118,263	\$79,089	\$79,089	\$79,089	\$0
SUPERIOR	Parks, Recreation and Open Space Director	Town Manager	01/2020	2080.00	>	Y	7	2	1	\$97,755	\$132,468	\$167,180	\$110,000	\$110,000	\$110,000	\$0
TELLURIDE	Parks & Recreation Director	TOWN MANAGER	03/2020	2080.00	=	Y	0	0	1	\$99,661	\$122,085	\$144,509	\$101,013	\$101,013	\$101,013	\$0
THORNTON	Community Services Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$140,306	\$162,755	\$185,204	\$170,940	\$170,940	\$170,940	\$0
WESTMINSTER	Parks, Recreation and Libraries Director	City Manager	01/2020	2086.00	=	Y	190	7	1	\$153,376	\$172,548	\$191,720	\$191,720	\$191,720	\$191,720	\$191,720
WHEAT RIDGE	Parks & Recreation Director	City Manager	01/2020	2080.00	=	Y	335	4	1	\$100,218	\$127,802	\$155,386	\$154,912	\$154,912	\$154,912	\$0
WINDSOR	Director of Parks, Recreation & Culture	Town Manager	02/2020	2080.00	=	Y	250	3	1	\$94,400	\$118,000	\$141,600	\$118,414	\$118,414	\$118,414	\$0

<b>Average</b>										<b>\$97,258</b>	<b>\$120,137</b>	<b>\$143,015</b>	<b>\$121,863</b>	<b>\$122,554</b>	<b>\$122,042</b>	<b>\$106,213</b>
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**Job # M25 - PARKS SUPERINTENDENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	PARKS DIVISION MANAGER	DIRECTOR OF PARKS & RECREATION	01/2020	2080.00	=	Y	7	7	1	\$51,240	\$62,771	\$74,302	\$63,067	\$63,067	\$63,067	\$63,067
ARVADA	Parks Manager	Director of Parks, Golf & Hospitality Services	01/2020	2080.00	=	Y	41	8	1	\$90,155	\$106,714	\$123,274	\$96,810	\$96,810	\$96,810	\$0
ASPEN	Parks Operations Manager		01/2019	2080.00	=	N	0	0	0	\$75,605	\$90,916	\$106,226	\$84,552	\$84,552	\$84,552	\$0
AURORA	PROS Superintendent (AA48)	Director of Parks, Recreation and Open Space	01/2020	2080.00	=	Y	93	6	21	\$65,922	\$82,397	\$98,872	\$0	\$0	\$78,559	\$0
AVON	PUBLIC WORKS - SUPERINTENDENT	Public Works Director	01/2020	2080.00	>	Y	12	1	1	\$67,438	\$82,916	\$98,393	\$78,736	\$78,736	\$78,736	\$0
BRECKENRIDGE	Parks Assistant Manager	Parks Manager	01/01/20	2080.00	=	Y	0	0	1	\$54,200	\$67,800	\$81,400	\$71,057	\$71,057	\$71,057	\$0
BROOMFIELD	Superintendent (Parks)	Director of Public Works	01/2020	2080.00	=	Y	32	3	1	\$88,712	\$108,004	\$127,296	\$97,822	\$97,822	\$97,822	\$0
BUENA VISTA	PARKS SUPERVISOR		01/2020	2080.00	=	N	0	0	1	\$45,284	\$53,976	\$62,668	\$51,189	\$51,189	\$51,189	\$0
CANON CITY	Parks Director	City Administrator	01/2019	2080.00	=	N	8	0	1	\$66,790	\$78,576	\$90,362	\$72,029	\$72,029	\$72,029	\$0
CASTLE ROCK	PARK OPERATIONS & PLANNING MANAGER		01/2020	2080.00	=	Y	0	0	1	\$79,789	\$95,453	\$111,117	\$0	\$0	\$0	\$0
COLORADO SPRINGS	TOPS and Parks Admin Managers	Parks, Recreation & Cultural Services Director	02/2020	2080.00	>	Y	153	15	1	\$111,316	\$133,833	\$156,350	\$135,860	\$135,860	\$135,860	\$0
CORTEZ	Parks Maintenance Superintendent	Director of Parks & Recreation	01/2020	2080.00	=	Y	15	0	1	\$54,309	\$67,902	\$81,494	\$66,269	\$66,269	\$66,269	\$0
DELTA	Parks Supervisor	Parks Division Director	01/2020	2080.00	=	N	0	0	1	\$58,346	\$67,791	\$77,236	\$67,013	\$67,013	\$67,013	\$0



DENVER	Deputy Manager Parks And Recreation		03/2020	2080.00	=	Y	0	0	2	\$99,649	\$129,544	\$159,438	\$132,110	\$132,110	\$132,110	\$132,110
ENGLEWOOD	Manager of Open Space	Director of Parks, Recreation & Library	01/2019	2080.00	=	Y	0	0	1	\$86,386	\$107,957	\$129,528	\$106,300	\$106,300	\$106,300	\$0
EVANS	Operations & Parks Manager	PW Director	01/2020	2080.00	=	Y	8	2	1	\$80,546	\$100,631	\$120,716	\$86,214	\$86,214	\$86,214	\$86,214
FORT COLLINS	Director, Parks	Director of CPRE	01/2020	2080.00	=	Y	0	0	1	\$88,220	\$117,626	\$147,033	\$115,546	\$115,546	\$115,546	\$110,043
FORT MORGAN	Parks Superintendent	Municipal Engineer	3/2020	2080.00	=	Y	13	8	1	\$60,800	\$76,050	\$91,300	\$63,876	\$63,876	\$63,876	\$0
FOUNTAIN	PARKS SUPERINTENDENT	CITY CLERK/PARKS & RECREATION DIRECTOR	02/2020	2080.00	=	N	6	6	1	\$56,300	\$68,686	\$81,072	\$57,426	\$82,693	\$68,911	\$0
GLENDALE	Field Operations Manager	Director of Public Works	02/2020	2080.00	=	Y	5	3	1	\$82,500	\$93,750	\$105,000	\$95,992	\$95,992	\$95,992	\$0
GLENWOOD SPRINGS	Parks & Cemetery Superintendent	Park & Recreation Director	01/2020	2080.00	=	Y	0	0	1	\$64,581	\$77,456	\$90,331	\$88,139	\$88,139	\$88,139	\$0
GOLDEN	Parks, Forestry and Cemetery Manager	Director of Parks and Recreation	1/2020	2080.00	=	Y	10	1	1	\$90,800	\$113,500	\$136,200	\$104,500	\$104,500	\$104,500	\$0
GRAND JUNCTION	Parks Superintendent	Parks and Recreation Director	01/2020	2080.00	=	Y	43	5	1	\$75,043	\$90,052	\$105,061	\$84,905	\$84,905	\$84,905	\$0
GREELEY	PARKS SUPERINTENDENT	Culture, Parks and Recreation Director	01/2020	2080.00	=	N	0	0	1	\$90,378	\$110,713	\$131,048	\$100,207	\$100,207	\$100,207	\$0
GREENWOOD VILLAGE	Parks Manager		01/2020	2080.00	=	N	0	0	1	\$83,868	\$103,218	\$122,569	\$86,694	\$86,694	\$86,694	\$0
GYPSUM	Parks Supervisor	Public Works Director & Asst. Director	01/2020	2080.00	=	N	1	0	1	\$0	\$0	\$0	\$69,389	\$69,389	\$69,389	\$0
KERSEY	Maintenance Technician Parks	Public Works Operations Manager	01/2020	2080.00	=	N	0	0	1	\$33,196	\$35,934	\$38,671	\$0	\$0	\$0	\$0
LAFAYETTE	Parks Superintendent	Parks Open Space & Golf Director	01/2020	2080.00	=	Y	6	1	1	\$72,555	\$90,694	\$108,832	\$96,928	\$96,928	\$96,928	\$0
LAKEWOOD	Parks Manager		01/2020	2080.00	=	Y	37	5	1	\$90,064	\$112,559	\$135,054	\$118,394	\$118,394	\$118,394	\$0
LOUISVILLE	Parks Superintendent	Director of Parks and Recreation	02/2020	2080.00	=	Y	10	3	1	\$84,822	\$98,498	\$112,174	\$112,153	\$112,153	\$112,153	\$0
LOVELAND	Parks Manager	Director of Parks & Recreation	01/2020	2080.00	=	Y	0	4	1	\$82,700	\$107,500	\$132,300	\$101,254	\$101,254	\$101,254	\$0
MONTROSE	Parks & Special Projects Division Superintendent	Public Works Director	01/2020	2080.00	>	Y	9	2	1	\$72,899	\$88,760	\$104,622	\$66,476	\$84,702	\$78,800	\$0
MOUNTAIN VILLAGE	Manager Plazas & Environmental Services	Dir Plazas & Env Svcs	01/2020	2080.00	=	N	0	0	1	\$61,674	\$72,468	\$83,263	\$72,469	\$72,469	\$72,469	\$0
NEW CASTLE	Parks Foreman	Public Works Director	01/2020	2080.00	=	Y	3	0	1	\$0	\$0	\$0	\$53,772	\$53,772	\$53,772	\$0
PARKER	Parks & Open Space Manager		01/2019	2080.00		N	0	0	1	\$78,900	\$101,000	\$123,100	\$113,712	\$113,712	\$113,712	\$0
PUEBLO	PARKS MANAGER	DIRECTOR/PARKS&REC	01/2020	2085.00	=	Y	26	2	0	\$71,232	\$79,119	\$87,006	\$0	\$0	\$0	\$0
RIFLE	Parks Superintendent		01/2020	2080.00		N			1	\$56,910	\$71,190	\$85,470	\$62,635	\$62,635	\$62,635	\$62,635
STERLING	Parks, Cemetery and Forestry Superintendent	Divisions Operations Coordinator and PLR Director	01/2020	2080.00	=	Y	9	9	1	\$64,960	\$75,587	\$86,213	\$60,468	\$60,468	\$60,468	\$0
SUPERIOR	Superintendent of Parks and Open Space	Parks, Recreation and Open Space Director	01/2020	2080.00	>	Y	2	2	1	\$71,214	\$95,602	\$119,991	\$83,839	\$83,839	\$83,839	\$0
TELLURIDE	Parks Supervisor	PARKS & REC DIRECTOR	03/2020	2080.00	=	Y	0	0	1	\$71,551	\$87,650	\$103,750	\$91,891	\$91,891	\$91,891	\$0
THORNTON	Superintendent of Parks, Golf, and Forestry	Community Services Director	01/2020	2080.00	=	Y	0	7	1	\$100,036	\$116,042	\$132,047	\$123,013	\$123,013	\$123,013	\$0
VAIL	Street Superintendent		01/2020	2080.00		Y	0	0	1	\$80,394	\$100,493	\$120,592	\$110,000	\$110,000	\$110,000	\$0
WESTMINSTER	Park Services Manager	Parks, Recreation & Libraries Director	01/2020	2085.00	=	Y	31	10	1	\$106,835	\$120,190	\$133,544	\$133,544	\$133,544	\$133,544	\$133,544
WINDSOR	PARK MANAGER	Director of PRC	02/2020	2080.00	=	N	0	0	1	\$82,400	\$103,000	\$123,600	\$85,321	\$85,321	\$85,321	\$0
WINTER PARK			01/2020	0.00					1	\$48,000	\$58,975	\$69,950	\$58,968	\$58,968	\$58,968	\$0
YUMA	Parks Supervisor	City Manager	01/2020	2080.00	=	N	1	0	1	\$40,000	\$55,250	\$70,500	\$58,318	\$58,318	\$58,318	\$0

Average	\$73,603	\$89,971	\$106,340	\$87,592	\$88,627	\$87,935	\$97,935
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**Job # M25.5 - PARKS SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	PARKS SUPERVISOR		01/2020	2080.00	=	N	0	0	1	\$45,551	\$55,792	\$66,034	\$45,552	\$45,552	\$45,552	\$45,552
ARVADA	Parks Supervisor	Parks Manager	01/2020	2080.00	=	Y	0	5	4	\$67,256	\$79,610	\$91,963	\$74,568	\$91,963	\$87,615	\$0
AURORA	Parks M & O Supervisor (AD46)	Parks O & M Superintendent	01/2020	2080.00	=	Y	93	9	7	\$61,487	\$75,294	\$89,102	\$55,766	\$75,293	\$72,742	\$0
AVON	PARK MAINTENANCE SUPERVISOR	Public Works Superintendent	01/2020	2080.00	>	N	11	2	1	\$53,324	\$64,700	\$76,076	\$61,629	\$61,629	\$61,629	\$0
BERTHOUD	Parks Supervisor	Deputy Town Administrator	01/2020	2080.00	=	N	3	0	1	\$53,094	\$61,372	\$69,650	\$58,593	\$58,593	\$58,593	\$0
BRECKENRIDGE	Parks Supervisor	Streets & Parks Manager	01/01/20	2080.00	<	Y	24	0	1	\$50,500	\$61,900	\$73,300	\$55,120	\$55,120	\$55,120	\$0
BRIGHTON	Parks Maintenance Supervisor	Assistant Director of Parks and Open Space	03/2020	2080.00	=	N	0	0	1	\$67,783	\$80,323	\$92,863	\$78,506	\$78,506	\$78,506	\$0
BROOMFIELD	Park Operations Supervisor	Parks Superintendent	01/2020	2080.00	>	Y	0	0	1	\$66,768	\$77,636	\$88,504	\$82,555	\$82,555	\$82,555	\$0
BRUSH	Parks/Cemetery Supervisor	Director of Comm Svcs	01/2020	2080.00	=	N	3	0	1	\$42,234	\$51,794	\$61,355	\$45,664	\$50,383	\$51,894	\$0
BURLINGTON	Parks Maintenance Supervisor	Public Works Supervisor	01/2020	2080.00	<	N	0	0	0	\$41,590	\$48,868	\$56,147	\$46,937	\$46,937	\$46,937	\$46,937
CANON CITY	Parks Foreman		01/2019	2080.00	=	N	0	0	1	\$42,824	\$50,380	\$57,937	\$43,680	\$43,680	\$43,680	\$0
CARBONDALE	PARK MAINTENANCE SUPERVISOR		01/2020	2080.00	=	N	0	0	1	\$54,075	\$67,594	\$81,112	\$68,504	\$68,504	\$68,504	\$67,594
COLORADO SPRINGS	Parks Development Manager	Park Operations and Dev Mgr.	02/2020	2080.00	=	N	0	0	15	\$62,145	\$74,716	\$87,286	\$63,809	\$80,057	\$71,865	\$0
COMMERCE CITY	Parks O&M Supervisor	Parks Planning & Operations Manager	01/2020	2080.00	=	Y	9	3	1	\$75,715	\$94,644	\$113,572	\$77,617	\$77,617	\$77,617	\$0
CRESTED BUTTE	Parks Supervisor	Parks & Recreation Director	01/2020	2080.00	=	N	3	0	1	\$60,441	\$70,136	\$79,832	\$67,392	\$67,392	\$67,392	\$0
DENVER	Operations Supervisor		03/2020	2080.00	=	Y	0	0	93	\$65,687	\$85,393	\$105,099	\$67,655	\$102,904	\$81,346	\$78,654
ENGLEWOOD	Parks Supervisor	Manager of Open Space	01/2019	2080.00	=	Y	0	0	1	\$57,896	\$70,869	\$83,842	\$63,203	\$63,203	\$63,203	\$0
ERIE	Parks Supervisor	Parks & Open Space Division Manager	02/2020	2080.00	=	Y	3	3	2	\$61,342	\$73,610	\$85,879	\$70,075	\$75,067	\$68,598	\$0
EVANS	Parks & Grounds Foreman		01/2020	2080.00		N	0	0	1	\$54,281	\$66,435	\$78,589	\$58,809	\$58,809	\$58,809	\$58,809
FORT COLLINS	Sr Manager, Parks	Director, Parks	01/2020	2080.00	=	Y	0	0	1	\$80,572	\$107,429	\$134,286	\$93,600	\$93,600	\$93,600	\$94,069

FORT LUPTON	Grounds Supervisor	Buildings and Grounds Director and City Forrester	02/2020	2080.00	<	N	0	2	1	\$41,600	\$49,920	\$58,240	\$45,885	\$45,885	\$45,885	\$0
FORT MORGAN	Park/Cemetery Foreman	Park/Cem Superintendent	3/2020	2080.00	=	N	0	0	1	\$43,200	\$54,000	\$64,800	\$47,248	\$47,248	\$47,248	\$0
FRUITA	Parks Supervisor	Parks & Recreation Director	01/2020	2080.00	=	N	6	6	1	\$54,726	\$59,555	\$64,384	\$58,115	\$58,115	\$58,115	\$0
GRANBY	PARK MAINTENANCE SUPERVISOR		01/2020	2080.00	=	N	1	1	1	\$40,351	\$47,958	\$55,565	\$55,565	\$55,565	\$0	\$0
GRAND JUNCTION	Park Maintenance Supervisor	Park Superintendent	01/2020	2080.00	=	Y	15	15	3	\$64,675	\$77,610	\$90,545	\$80,766	\$84,843	\$82,125	\$0
GREELEY	PARKS MANAGER	Parks Superintedent	01/2020	2080.00	=	N	0	0	2	\$65,358	\$78,430	\$91,501	\$66,726	\$78,437	\$72,582	\$0
GREENWOOD VILLAGE	Parks Supervisor		02/2020	2080.00	=	N	0	0	5	\$62,307	\$75,141	\$87,975	\$66,934	\$87,505	\$83,112	\$0
GUNNISON	Parks Maintenance Foreman	Parks & Recreation Director	01/2020	2080.00	=	N	7	7	1	\$60,800	\$71,400	\$82,000	\$82,000	\$82,000	\$82,000	\$0
GYPSUM	Assistant Park Supervisor	Park Supervisor	01/2020	2080.00	=	N	1	0	1	\$0	\$0	\$0	\$50,211	\$50,211	\$50,211	\$0
LA JUNTA	Park Supervisor		01/2020	2080.00	=	N	0	0	1	\$40,591	\$44,968	\$49,346	\$41,113	\$41,113	\$41,113	\$0
LAFAYETTE	Crew Supervisor, Parks	Parks Superintendent	01/2020	2080.00	=	N	6	0	1	\$64,319	\$80,399	\$96,479	\$69,264	\$69,264	\$69,264	\$0
LONGMONT	Parks Supervisor	Parks, Open Space & Public Facilities Director	01/2020	2080.00	=	Y	5	5	2	\$71,237	\$78,361	\$85,485	\$81,551	\$81,551	\$81,551	\$81,551
LOUISVILLE	Parks Supervisor	Parks Superintendent	02/2020	2080.00	=	N	0	0	2	\$61,963	\$71,958	\$81,952	\$71,739	\$81,952	\$76,845	\$0
LOVELAND	Crew Supervisor - P&R	Parks Manager	01/2020	2080.00	=	Y	0	0	3	\$58,100	\$74,100	\$90,100	\$69,076	\$89,897	\$77,029	\$0
MONTROSE	Parks & Special Projects Division Team Leader	Parks & Special Projects Superintendent	01/2020	2080.00	=	N	3	0	2	\$53,103	\$63,702	\$74,302	\$50,299	\$65,362	\$0	\$0
MONUMENT	PARK MAINTENANCE SUPERVISOR		01/2019	2080.00		N			0	\$49,978	\$56,450	\$62,923	\$60,278	\$60,278	\$60,278	\$0
OURAY	Parks & Facilities Manager	City Resources Director	01/2020	2080.00	=	N	0	2	1	\$53,600	\$64,320	\$75,040	\$53,600	\$53,600	\$53,600	\$0
PAGOSA SPRINGS	Parks Crew Leader		01/2020	2080.00	=	N	0	0	2	\$41,477	\$49,174	\$56,871	\$48,378	\$48,378	\$48,378	\$0
PARKER	Parks Supervisor - Admin & Operations		01/2019	2080.00		N	0	0	1	\$60,600	\$75,800	\$91,000	\$80,223	\$80,223	\$80,223	\$0
PUEBLO	PARKS SUPERVISOR	DIRECTOR/PARKS&REC	01/2020	2085.00	<	Y	12	12	1	\$55,845	\$62,015	\$68,185	\$61,939	\$61,939	\$61,939	\$0
RIFLE	Parks Supervisor Lead Worker		01/2020	2080.00		N			1	\$42,525	\$51,082	\$59,640	\$55,884	\$55,884	\$55,884	\$55,884
SILVERTHORNE	Parks Supervisor	Parks Manager	01/2020	2080.00		N	5	5	1	\$54,621	\$63,724	\$72,828	\$54,621	\$54,621	\$54,621	\$0
SNOWMASS VILLAGE	PARK MAINTENANCE SUPERVISOR		07/2019	2080.00		N			0	\$64,365	\$75,623	\$86,881	\$71,302	\$71,302	\$71,302	\$0
STEAMBOAT SPRINGS	Parks/Open Space Supervisor	Parks, Open Space and Trails Manager	01/2019	2080.00	=	Y	10	3	1	\$66,339	\$77,948	\$89,558	\$87,787	\$87,787	\$0	\$0
THORNTON	Park Maintenance Supervisor	Superintendent of Parks, Golf, and Forestry	01/2020	2080.00	=	Y	0	0	6	\$66,658	\$77,324	\$87,989	\$75,818	\$87,989	\$85,961	\$0
WESTMINSTER	Parks and Golf Superintendent	Parks Services Manager	01/2020	2085.00	=	N	7	5	1	\$89,761	\$100,981	\$112,201	\$112,201	\$112,201	\$112,201	\$112,201
WHEAT RIDGE	Parks Operations Supervisor	Parks Manager	01/2020	2080.00	=	Y	14	3	1	\$64,647	\$80,835	\$97,023	\$88,530	\$88,530	\$88,530	\$0
Average										\$57,768	\$69,158	\$80,549	\$65,240	\$69,341	\$67,631	\$71,250

**Job # B105 / P28 - PARKS WORKER -- LEVEL 1 (SEASONAL SPECIALIST I)**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	PARK MAINTENANCE WORKER I		01/2020	2080.00	=	N	0	0	2	\$29,991	\$35,232	\$40,473	\$27,019	\$27,019	\$27,019	\$27,019
AURORA	Parks M & O Worker (BA46)	Parks Supervisor	01/2020	2080.00	=	N	0	0	31	\$32,136	\$38,520	\$44,905	\$35,922	\$37,270	\$38,808	\$0
BERTHOUD	Parks Maintenance Worker	Parks Supervisor	01/2020	2080.00	=	N	0	0	2	\$3,367	\$26,138	\$48,909	\$35,609	\$35,609	\$35,609	\$0
BROOMFIELD	Park Operations Worker	Park Operations Foreman	01/2020	2080.00	=	N	0	0	0	\$35,464	\$41,444	\$47,424	\$0	\$0	\$0	\$0
BUENA VISTA	PARKS WORKER/SEASONAL		01/2020	2080.00	=	N	0	0	0	\$28,506	\$33,978	\$39,450	\$0	\$0	\$0	\$0
BURLINGTON	Parks/Streets Maintenance Worker I	Public Works Supervisor	01/2020	2080.00	=	N	0	0	2	\$35,550	\$41,772	\$47,993	\$35,550	\$38,400	\$36,976	\$27,689
COLORADO SPRINGS	Maintenance Technician I	Skilled Maintenance Supervisor or Senior Maintenance Technician	02/2020	2080.00	=	N	0	0	6	\$33,543	\$40,328	\$47,113	\$33,878	\$39,677	\$36,039	\$0
COMMERCE CITY	Parks Operations Technician	Operations Foreman	01/2020	2080.00	=	N	0	0	8	\$35,984	\$44,980	\$53,975	\$37,200	\$44,080	\$40,165	\$0
CORTEZ	Parks Part Time Worker	Parks Superintendent	01/2020	0.00	=	N	0	0	0	\$24,960	\$28,392	\$31,824	\$24,960	\$0	\$0	\$0
CRESTED BUTTE	Park Maintenance	Park Crew Lead	01/2020	2080.00	=	N	0	0	2	\$35,395	\$40,376	\$45,357	\$36,563	\$37,690	\$37,126	\$0
DENVER	Park Seasonal Laborer		03/2020	2080.00	=	N	0	0	26	\$27,040	\$32,042	\$37,045	\$29,120	\$36,675	\$31,239	\$30,805
ENGLEWOOD	Parks Maintenance Worker	Parks Supervisor	01/2019	2080.00	=	N	0	0	2	\$33,883	\$40,598	\$47,314	\$32,822	\$35,146	\$33,984	\$0
EVANS	Parks Maintenance Tech		01/2020	2080.00			0	0	4	\$35,638	\$42,745	\$49,852	\$37,085	\$42,977	\$39,174	\$39,174
FORT LUPTON	Parks Maintenance Worker	Grounds Supervisor	02/2020	2080.00	=	N	0	0	4	\$31,200	\$37,440	\$43,680	\$36,046	\$37,336	\$36,830	\$0
FRUITA	Parks Worker I	Parks Supervisor	01/2020	2080.00	=	N	0	0	2	\$32,655	\$35,536	\$38,418	\$34,590	\$34,590	\$34,590	\$0
GLENDALE	Maintenance Worker I	Field Operations Manager	02/2020	2080.00	=	N	0	0	4	\$36,050	\$43,775	\$51,500	\$37,960	\$43,890	\$40,211	\$39,634
GLENWOOD SPRINGS	Maintenance Worker I - Parks	Parks and Cemetary Supt.	01/2020	2080.00	=	N	0	0	0	\$38,418	\$45,168	\$51,917	\$36,848	\$41,899	\$38,656	\$0
GREELEY	PARKS MAINTENANCE TECH I	Park Maintenance Tech II	01/2020	2080.00	=	N	0	0	5	\$37,341	\$43,876	\$50,411	\$37,336	\$43,867	\$39,316	\$0
GREENWOOD VILLAGE	Maintenance Worker I		01/2020	2080.00	=	N	0	0	0	\$33,577	\$40,144	\$46,711	\$0	\$0	\$0	\$0
LA JUNTA	Parks/Cemetery Maintenance Worker I		01/2020	2080.00		N			2	\$27,469	\$30,437	\$33,405	\$22,626	\$22,626	\$22,626	\$0
LAFAYETTE	Parks Maintenance Technician II	Parks or Open Space Superintendent	01/2020	2080.00	=	N	0	0	1	\$40,787	\$50,984	\$61,181	\$48,734	\$50,149	\$49,442	\$0
LAKEWOOD	Parks Maint Spec I		01/2020	2080.00	=	N	0	0	0	\$33,446	\$39,270	\$45,094	\$0	\$0	\$0	\$0
LAMAR	Maintenance Worker	Parks or Cemeteries Foreman	01/2020	2080.00	=	N	0	0	7	\$23,874	\$29,097	\$34,320	\$24,108	\$25,366	\$24,287	\$30,136
LONGMONT	Grounds Maintenance Technician I	Parks Supervisor	01/2020	2080.00	=	N	0	0	0	\$36,425	\$40,068	\$43,711	\$40,473	\$40,473	\$40,473	\$0
LOUISVILLE	Parks Technician I	Parks Supervisor	02/2020	2080.00	=	N	0	0	1	\$35,796	\$41,558	\$47,320	\$0	\$0	\$0	\$0
LYONS	Maintenance Worker I	Public Works/Parks Director	01/2020	2080.00	=	N	0	0	0	\$33,041	\$39,960	\$46,880	\$33,537	\$47,583	\$36,946	\$0
MANITOU SPRINGS	parks maintenance worker	Parks foreman	01/2020	2080.00	=	N	0	0	2	\$35,647	\$42,776	\$49,905	\$39,211	\$46,340	\$0	\$42,776
MEAD	Parks Technician I		1/2020	2080.00		N			5	\$31,800	\$38,950	\$46,100	\$0	\$0	\$44,515	\$0

MONTE VISTA	PARKS WORKER - SEASONAL	Streets/Parks Foreman	01/2020	0.00	=	N	0	0	0	\$24,960	\$24,960	\$24,960	\$24,960	\$24,960	\$24,960	\$0
MONUMENT	PARK MAINTENANCE WORKER I		01/2019	2080.00	=	N			0	\$21,520	\$27,560	\$33,600	\$22,000	\$26,600	\$25,847	\$0
MOUNTAIN VILLAGE	Groundskeeper-seasonal	Manager Plazas & Environmental Services	01/2020	2080.00	=	N	0	0	2	\$31,200	\$38,616	\$46,033	\$31,200	\$31,200	\$31,200	\$0
NORTHGLENN	Parks Maintenance Worker I	Foreman	01/2020	2080.00	=	N	0	0	1	\$33,200	\$39,830	\$46,460	\$33,904	\$33,904	\$33,904	\$0
OURAY	Parks Maintenance Worker I	City Resources Director	01/2020	2080.00	=	N	0	0	0	\$41,697	\$50,027	\$58,356	\$0	\$0	\$0	\$0
PAGOSA SPRINGS	Parks Maintenance Worker I		01/2020	2080.00	=	N	0	0	1	\$35,611	\$42,026	\$48,442	\$36,611	\$36,611	\$36,611	\$0
PARKER	Parks Maintenance Technician 1		01/2019	2080.00	=	N	0	0	0	\$30,000	\$36,000	\$42,000	\$0	\$0	\$0	\$0
ROCKY FORD	PARKS MAINTENANCE SPECIALIST	Public Works Foreman	01/2020	2080.00	=	N	0	0	0	\$18,685	\$25,038	\$31,391	\$25,812	\$25,812	\$25,812	\$0
SNOWMASS VILLAGE	PARK MAINTENANCE WORKER I		07/2019	2080.00	=	N			0	\$39,004	\$41,929	\$44,854	\$0	\$0	\$0	\$0
SUPERIOR	Parks Technician I	Superintendent of Parks and Open Space	01/2020	2080.00	>	N	0	0	1	\$34,501	\$41,574	\$48,646	\$39,560	\$39,560	\$39,560	\$0
WALSENBURG	Summer Temp		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$22,203	\$46,390	\$23,137	\$0
WESTMINSTER	Parksworker I / Seasonal Specialist	Crewleader/Operations Coordinator/Foreman	01/2020	2085.00	=	N	0	0	0	\$37,761	\$43,049	\$48,337	\$0	\$0	\$0	\$0
WOODLAND PARK	MAINTENANCE WORKER I - BUILDINGS & GROUNDS	CREW CHIEF OR SUPERVISOR - B&G	01/2020	2080.00	=	N	0	0	4	\$32,156	\$37,880	\$43,604	\$32,156	\$32,822	\$32,322	\$0
Average										\$31,982	\$38,352	\$44,722	\$33,084	\$36,884	\$34,579	\$34,713

#### Job # B106 - PARKS WORKER -- LEVEL 2

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Parks Worker II	Parks Supervisor	01/2020	2080.00	=	N	0	0	18	\$41,697	\$49,356	\$57,014	\$41,697	\$57,013	\$45,881	\$0
AURORA	Parks M & O Technician (BB46)	Parks Supervisor	01/2020	2080.00	=	N	0	0	15	\$41,198	\$49,436	\$57,673	\$39,032	\$41,702	\$48,158	\$0
BERTHOUD	Senior Parks Maintenance Tech	Parks Supervisor	01/2020	2080.00	=	N	0	0	1	\$42,808	\$49,488	\$56,168	\$43,888	\$43,888	\$43,888	\$0
BRECKENRIDGE	Senior Parks Operator	Parks Supervisor	01/01/20	2080.00	<	N	0	0	6	\$41,700	\$50,245	\$58,790	\$41,704	\$58,781	\$49,296	\$0
BRIGHTON	Parks Worker II		03/2020	2080.00	=	N	0	0	10	\$39,327	\$46,602	\$53,877	\$39,327	\$53,872	\$43,700	\$0
BROOMFIELD	Park Operations Technician	Park Operations Foreman	01/2020	2080.00	=	N	0	0	9	\$41,704	\$49,868	\$58,032	\$42,390	\$49,878	\$46,134	\$0
BUENA VISTA	Parks & Public Works General Labor		01/2020	2080.00	=	N	0	0	1	\$31,326	\$37,338	\$43,351	\$31,678	\$31,678	\$31,678	\$0
BURLINGTON	Parks/Street Senior Mainteneance Worker	Public Works Supervisor	01/2020	2080.00	=	N	0	0	4	\$41,590	\$49,589	\$57,589	\$44,885	\$57,589	\$50,636	\$49,435
CANON CITY	Park Maintenance Worker	Parks Foreman/Cemetery Foreman	01/2019	2080.00	=	N	0	0	2	\$31,065	\$36,547	\$42,029	\$32,308	\$41,409	\$36,859	\$0
CARBONDALE	MAINTENANCE		01/2020	2080.00	=	N	0	0	3	\$39,150	\$45,964	\$52,777	\$41,706	\$49,549	\$44,737	\$45,964
CASTLE ROCK	MAINTENANCE WORKER II (PARKS)		01/2020	2080.00	=	N	0	0	6	\$39,166	\$46,020	\$52,874	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Maintenance Technician II	Skilled Maintenance Supervisor or Senior Maintenance Tech	02/2020	2080.00	=	N	0	0	20	\$39,853	\$47,914	\$55,976	\$39,853	\$49,566	\$44,815	\$0
COMMERCE CITY	Parks Operations Specialist	Operations Foreman	01/2020	2080.00	=	N	0	0	3	\$42,161	\$52,702	\$63,242	\$48,485	\$48,648	\$48,540	\$0
CORTEZ	Senior Parks Workers/Senior Golf Worker	Parks Superintendent/Golf Course Foreman	01/2020	2080.00	=	N	0	0	2	\$32,406	\$40,445	\$48,484	\$33,862	\$33,862	\$33,862	\$0
CRESTED BUTTE	Parks Crew Lead	Parks Supervisor	01/2020	2080.00	=	N	0	0	2	\$43,972	\$50,690	\$57,408	\$45,424	\$45,512	\$45,468	\$0
DURANGO	Parks Maintenance Technician	Parks Supervisor	01/2020	2080.00	=	N	0	0	2	\$38,230	\$45,876	\$53,522	\$38,257	\$49,275	\$40,375	\$0
ENGLEWOOD	Parks Technician	Parks Supervisor	01/2019	2080.00	=	N	0	0	8	\$37,342	\$44,770	\$52,198	\$37,440	\$46,072	\$43,577	\$0
ERIE	Parks Maintenance Technician II	Parks Supervisor	02/2020	2080.00	=	N	0	0	2	\$43,743	\$50,568	\$57,394	\$45,020	\$46,569	\$45,794	\$0
ESTES PARK	Parks Maintenance Worker III	Parks Maintenance Supervisor	01/2020	2080.00	=	N	0	0	1	\$43,712	\$51,362	\$59,011	\$52,850	\$52,850	\$52,850	\$0
FIRESTONE	Maintenance Technician I, Maintenance Technician II	Public Works Foreman	01/2020	2080.00	=	N	0	0	3	\$0	\$0	\$0	\$45,752	\$59,478	\$46,446	\$46,446
FORT COLLINS	Technician I, Parks	Crew Chief, Parks	01/2020	2080.00	=	N	0	0	38	\$40,882	\$51,102	\$61,323	\$43,000	\$60,772	\$49,046	\$48,131
FORT MORGAN	General Maintenance Worker	Parks Superintendent	3/2020	2080.00	>	N	0	0	10	\$31,500	\$38,610	\$45,720	\$32,136	\$45,980	\$36,005	\$0
FOUNTAIN	PARKS MAINTENANCE WORKER 2	PARKS SUPERINTENDENT	02/2020	2080.00	=	N	0	0	2	\$28,435	\$34,466	\$40,497	\$29,004	\$41,307	\$34,804	\$0
FRISCO	Maintenance Operator	Grounds Foreman	01/2020	2080.00	>	N	5	5	3	\$31,188	\$35,866	\$40,544	\$30,861	\$30,861	\$30,861	\$0
FRUITA	Parks Worker II	Parks Supervisor	01/2020	2080.00	<	N	0	0	3	\$37,120	\$40,395	\$43,670	\$37,120	\$39,303	\$38,575	\$0
GEORGETOWN	PARK MAINTENANCE WORKER	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$38,617	\$38,617	\$38,617	\$38,617
GLENWOOD SPRINGS	Maintenance Worker II - Parks	Parks Superintendent	01/2020	2080.00	=	N	0	0	7	\$38,418	\$45,168	\$51,917	\$41,574	\$51,912	\$45,016	\$0
GOLDEN	Sr. Maintenance Worker Parks	Parks Supervisor	1/2020	2080.00	=	N	0	0	9	\$41,800	\$49,125	\$56,450	\$43,888	\$50,398	\$46,323	\$0
GRAND JUNCTION	Parks Equipment Operator	Crew Leader	01/2020	2080.00	=	N	0	0	20	\$39,344	\$47,212	\$55,081	\$39,353	\$49,129	\$47,744	\$0
GRAND LAKE	Crew Leader	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$54,089	\$54,089	\$54,089	\$54,089
GREELEY	PARKS MAINTENANCE TECH II	Parks Manager	01/2020	2080.00	=	N	0	0	22	\$44,501	\$53,401	\$62,301	\$44,491	\$58,240	\$50,825	\$0
GREENWOOD VILLAGE	Maintenance Worker II	Supervisor	01/2020	2080.00	=	N	0	0	37	\$39,704	\$47,505	\$55,306	\$39,707	\$54,912	\$49,598	\$0
GUNNISON	Parks Maintenance Worker	Parks Maintenance Foreman	01/2020	2080.00	=	N	0	0	3	\$42,000	\$49,400	\$56,800	\$42,367	\$55,567	\$50,775	\$0
GYSUM	Park Maintenance Worker	Park Supervisor and Assistant Paark Supervisor	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,677	\$45,677	\$45,677	\$0
LA JUNTA	PARK MAINTENANCE WORKER II		01/2020	2080.00		N			0	\$30,290	\$33,553	\$36,816	\$0	\$0	\$0	\$0
LAFAYETTE	Parks Maintenance Technician III	Crew Supervisor	01/2020	2080.00	=	N	0	0	1	\$43,188	\$53,985	\$64,782	\$0	\$0	\$0	\$0
LAKEWOOD	Parks Maint Spec II		01/2020	2080.00	=	N	0	0	16	\$41,891	\$49,213	\$56,534	\$45,781	\$55,806	\$49,244	\$0
LAMAR	Maintenance Worker Sr	Parks Foreman	01/2020	2080.00	=	N	2	0	1	\$27,638	\$33,684	\$39,729	\$31,150	\$31,150	\$31,150	\$31,150
LAVETA	Code Enforcement/Meter Reader/Park Maintenance		01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$28,695	\$28,695	\$28,695	\$0
LONGMONT	Grounds Maintenance Technician II	Parks Supervisor	01/2020	2080.00	=	N	0	0	5	\$41,322	\$45,454	\$49,586	\$44,265	\$46,374	\$45,709	\$46,373
LOUISVILLE	Parks Technician II	Parks Supervisor	02/2020	2080.00	=	N	0	0	3	\$40,248	\$46,748	\$53,248	\$42,140	\$53,248	\$47,194	\$0

LOVELAND	Parks Worker	Crew Supervisor	01/2020	2080.00	=	N	0	0	10	\$36,300	\$44,500	\$52,700	\$40,019	\$48,630	\$44,019	\$0
LYONS	Maintenance Worker II	Public Works/Parks Director	01/2020	2080.00	=	N	0	0	0	\$38,057	\$45,335	\$52,613	\$38,628	\$53,402	\$41,168	\$0
MONTE VISTA	PARKS MAINTENANCE SPECIALIST	Public Works Director	01/2020	2080.00	=	N	0	0	0	\$23,880	\$28,080	\$32,280	\$27,684	\$27,684	\$27,684	\$0
MONTROSE	Parks & Special Projects Division Worker	Parks & Special Projects Team Leader	01/2020	2080.00	=	N	0	0	6	\$36,852	\$43,852	\$50,853	\$36,935	\$45,518	\$40,209	\$0
MONUMENT	PARK MAINTENANCE WORKER II		01/2019	2080.00		N			0	\$35,770	\$40,385	\$45,000	\$33,368	\$38,298	\$35,833	\$0
MOUNTAIN VILLAGE	Groundskeeper I	Manager Plazas & Environmental Services	01/2020	2080.00	=	N	0	0	4	\$34,097	\$40,065	\$46,033	\$34,949	\$44,428	\$38,562	\$0
NEW CASTLE	Parks Maintenance and Irrigation Technician	Parks Supervisor	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$53,502	\$53,502	\$53,502	\$0
NORTHGLENN	Parks Maintenance Worker II	Foreman	01/2020	2080.00	=	N	0	0	5	\$38,100	\$45,700	\$53,300	\$39,353	\$41,371	\$40,073	\$0
OURAY	Parks Maintenance Worker II	City Resources Director	01/2020	2080.00	=	N	0	0	0	\$43,884	\$52,672	\$61,460	\$0	\$0	\$0	\$0
PAGOSA SPRINGS	Parks Maintenance Worker II		01/2020	2080.00	=	N	0	0	1	\$37,100	\$43,838	\$50,575	\$44,815	\$44,815	\$44,815	\$0
PARKER	Parks Maintenance Technician 2		01/2019	2080.00		N	0	0	6	\$39,800	\$47,700	\$55,600	\$41,080	\$44,532	\$42,778	\$0
PUEBLO	PARK CARETAKER II - IRRIG / Gardener	PARKS SUPERVISOR	01/2020	2085.00	>	N	0	0	5	\$39,186	\$44,206	\$49,225	\$40,178	\$46,642	\$46,582	\$0
RIDGWAY	Parks Worker LEVEL II	PW Services Administrator	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$35,229	\$49,320	\$39,458	\$42,275
RIFLE	Park Maintenance & Land Technician		01/2020	2080.00		N			0	\$42,525	\$51,082	\$59,640	\$0	\$0	\$0	\$0
SILVERTHORNE	Parks Lead Maintenance Worker	Parks Manager	01/2020	2080.00	=	N	0	0	5	\$40,748	\$47,533	\$54,317	\$40,742	\$46,353	\$42,828	\$0
SNOWMASS VILLAGE	PARK MAINTENANCE WORKER II		07/2019	2080.00		N			0	\$48,054	\$55,262	\$62,470	\$48,054	\$48,054	\$48,054	\$0
STEAMBOAT SPRINGS	Parks Worker	Parks Supervisor	01/2019	0.00	=	N	0	0	5	\$37,447	\$41,702	\$45,957	\$41,265	\$50,544	\$0	\$0
SUPERIOR	PARK MAINTENANCE WORKER II		01/2020	2080.00		N			1	\$38,334	\$46,217	\$54,100	\$40,162	\$40,162	\$40,162	\$0
TELLURIDE	Park Aide	Parks Supervisor	03/2020	2080.00	=	N	0	0	3	\$36,652	\$44,899	\$53,146	\$36,652	\$45,603	\$41,397	\$0
THORNTON	Park Maintenance Worker II	Park Maintenance Supervisor	01/2020	2080.00	=	N	0	0	9	\$42,941	\$49,812	\$56,682	\$42,941	\$56,682	\$49,038	\$0
TRINIDAD	Maintenance Technician II	Parks & Boulevards Supervisor	01/2020	2080.00	=	N	0	0	7	\$0	\$0	\$0	\$35,360	\$40,872	\$38,116	\$0
WELLINGTON	PARKS MAINTENANCE TECHNICIAN	Public Works Superintendent	01/2020	1040.00			0	0	2	\$36,800	\$44,100	\$51,400	\$0	\$0	\$0	\$0
WESTMINSTER	Parkworker II	Crewleader/Operations Coordinator/Foreman	01/2020	2085.00	=	N	0	0	11	\$43,640	\$49,748	\$55,856	\$45,836	\$55,856	\$49,181	\$46,993
WINDSOR	Park Maintenance Technician	Parks & Open Space Manager	02/2020	2080.00	=	N	0	0	7	\$40,400	\$48,500	\$56,600	\$40,400	\$50,086	\$43,999	\$0
WINTER PARK	Gardener	Public Works Director	01/2020	2080.00	=	N	0	4	1	\$41,062	\$49,861	\$58,660	\$46,781	\$46,781	\$46,781	\$0
WOODLAND PARK	MAINTENANCE WORKER II - BUILDINGS & GROUNDS	CREW CHIEF OR SUPERVISOR - B&G	01/2020	2080.00	=	N	0	0	0	\$38,976	\$45,797	\$52,618	\$0	\$0	\$0	\$0
Average										\$38,682	\$45,771	\$52,861	\$40,390	\$47,139	\$43,337	\$44,947

#### Job # B072 - PAYROLL TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Payroll Specialist	Controller	01/2019	2080.00	=	N	0	0	1	\$44,683	\$53,732	\$62,780	\$60,112	\$60,112	\$60,112	\$0
AURORA	Payroll Technician	Payroll Administrator	01/2020	2080.00	=	N	0	0	1	\$35,783	\$45,131	\$54,479	\$57,765	\$57,765	\$57,765	\$0
AVON	PAYROLL ADMINISTRATOR	Finance Manager	01/2020	2080.00	=	N	0	2	1	\$55,576	\$68,952	\$82,329	\$82,329	\$82,329	\$82,329	\$0
BRECKENRIDGE	Payroll Administrator	Accounting Services Manager	01/01/20	2080.00	=	Y	0	0	1	\$54,200	\$67,800	\$81,400	\$72,432	\$72,432	\$72,432	\$0
BRIGHTON	Payroll Technician II		03/2020	2080.00	=	N	0	0	0	\$47,952	\$56,823	\$65,694	\$0	\$0	\$0	\$0
BROOMFIELD	Accounting Technician (Payroll)	Senior Accountant	01/2020	2080.00	=	N	0	0	1	\$46,280	\$54,288	\$62,296	\$59,259	\$59,259	\$59,259	\$0
CARBONDALE	PAYROLL TECHNICIAN		01/2020	2080.00	=	N	0	0	1	\$44,125	\$52,994	\$61,862	\$54,584	\$54,584	\$54,584	\$52,994
CASTLE ROCK	PAYROLL TECHNICIAN		01/2020	2080.00	=	N	0	0	2	\$46,966	\$55,182	\$63,398	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Payroll and Pension Tech II	Finance Supervisor	02/2020	2080.00	=	N	0	0	1	\$43,440	\$52,227	\$61,014	\$47,698	\$47,698	\$47,698	\$0
COMMERCE CITY	Payroll Specialist	Deputy Director of Finance	01/2020	2080.00	=	N	0	0	1	\$47,745	\$59,681	\$71,617	\$58,488	\$58,488	\$58,488	\$0
CORTEZ	Account Clerk II/Payroll	Director of Finance	01/2020	2080.00	=	N	0	0	1	\$39,104	\$48,859	\$58,614	\$49,837	\$49,837	\$49,837	\$0
DENVER	Payroll Associate		03/2020	2080.00	=	N	0	0	7	\$45,906	\$56,462	\$67,018	\$52,437	\$67,018	\$58,308	\$58,168
DURANGO	Payroll Specialist	Accounting Supervisor	01/2020	2080.00	=	N	0	0	1	\$42,149	\$50,578	\$59,008	\$43,974	\$43,974	\$43,974	\$0
ENGLEWOOD	Payroll Technician	Accounting Manager	01/2019	2080.00	=	N	0	0	1	\$44,261	\$54,182	\$64,102	\$53,248	\$53,248	\$53,248	\$0
ERIE	Accounting Specialist	Deputy Finance Director/Chief Accountant	02/2020	2080.00	=	N	0	0	1	\$43,782	\$47,176	\$50,569	\$51,771	\$51,771	\$51,771	\$0
ESTES PARK	Payroll Technical	Finance Director	01/2020	2080.00	=	N	0	0	0	\$40,341	\$47,400	\$54,459	\$0	\$0	\$0	\$0
FORT COLLINS	Sr Coordinator, Payroll	Manager, Payroll	01/2020	2080.00	=	N	0	0	1	\$45,501	\$56,876	\$68,252	\$58,842	\$58,842	\$58,842	\$56,147
FORT MORGAN	Accounting Technician - Payroll Clerk	General Accountant	3/2020	2080.00	=	N	0	0	1	\$36,000	\$45,000	\$54,000	\$40,853	\$40,853	\$40,853	\$0
FOUNTAIN	ACCOUNTING PAYROLL TECHNICIAN	Deputy Finance Director	02/2020	2080.00	=	N	0	0	1	\$42,012	\$51,254	\$60,497	\$42,852	\$61,707	\$51,422	\$51,422
GLENDALE	Payroll Tech	Controller	02/2020	2080.00	=	N	0	0	1	\$42,436	\$50,393	\$58,350	\$53,500	\$53,500	\$53,500	\$0
GRANBY	PAYROLL & BENEFIT SPECIALIST		01/2020	2080.00	=	N	0	0	1	\$42,640	\$52,520	\$62,400	\$44,772	\$44,772	\$44,772	\$0
GREENWOOD VILLAGE	Payroll Specialist	Accounting Manager	01/2020	2080.00	=	N	0	0	1	\$45,271	\$54,792	\$64,312	\$60,777	\$60,777	\$60,777	\$0
LONGMONT	Payroll Administrator	Assistant Director of Finance	01/2020	2080.00	=	N	0	0	1	\$52,256	\$57,482	\$62,707	\$58,644	\$58,644	\$58,644	\$58,644
LYONS	Accounts Payable/Payroll Clerk		01/2020	2080.00	=	N	0	0	0	\$35,173	\$42,336	\$49,498	\$35,701	\$50,240	\$41,168	\$0
MONTROSE	Payroll Technician	Assistant Finance Director	01/2020	2080.00	=	N	0	0	1	\$39,533	\$46,820	\$54,108	\$38,730	\$46,183	\$42,858	\$0
MONUMENT			01/2019	2080.00		N			0	\$40,495	\$47,768	\$55,040	\$53,220	\$53,220	\$53,220	\$0
MOUNTAIN VILLAGE	Payroll Specialist	Controller	01/2020	2080.00	=	N	0	0	1	\$43,646	\$51,286	\$58,925	\$49,626	\$49,626	\$49,626	\$49,626
PUEBLO	PAYROLL COORDINATOR	FINANCE MANAGER	01/2020	2085.00	>	N	0	0	1	\$45,273	\$51,051	\$56,829	\$51,093	\$51,093	\$51,093	\$0
STEAMBOAT SPRINGS	Accounting Technician	Controller	01/2019	1872.00	=	N	0	0	1	\$42,365	\$52,639	\$62,913	\$52,529	\$52,529	\$0	\$0

SUMMIT COUNTY	Payroll Coordinator	Finance Director	07/2019	2080.00	=	N	0	0	1	\$41,748	\$51,141	\$60,534	\$49,009	\$49,009	\$49,009	\$0
THORNTON	Payroll Coordinator II	Payroll Administrator	01/2020	1.00	=	N	0	0	0	\$56,285	\$65,290	\$74,296	\$66,104	\$66,104	\$66,104	\$0
WESTMINSTER	Accounting Technician / Payroll	Accountant	01/2020	2085.00	=	N	0	0	1	\$50,437	\$57,496	\$64,554	\$52,982	\$52,982	\$52,982	\$52,982
WHEAT RIDGE	Payroll Technician	Accounting Supervisor	01/2020	2080.00	=	N	0	0	1	\$41,536	\$50,855	\$60,174	\$48,812	\$48,812	\$48,812	\$0
Average										\$44,391	\$53,226	\$62,061	\$53,399	\$55,247	\$54,258	\$54,283
<b>Job # P21 - PERSONAL TRAINER</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
BRECKENRIDGE	Personal Trainer	Fitness Coordinator	01/01/20	1040.00	=	N	0	0	5	\$21,320	\$27,300	\$33,280	\$24,648	\$32,926	\$26,728	\$0
BROOMFIELD	Personal Trainer	Recreation Coordinator	01/2020	2080.00	=	N	0	0	0	\$42,744	\$51,740	\$60,736	\$0	\$0	\$0	\$0
COMMERCE CITY	Personal Trainer I - III	Recreation Coordinator	01/2020	2080.00	=	N	0	0	8	\$0	\$0	\$0	\$39,957	\$54,870	\$47,674	\$0
Average										\$32,032	\$39,520	\$47,008	\$32,302	\$43,898	\$37,201	?
<b>Job # B008 - PLANNER I</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Planner I	Manager of Planning	01/2020	2080.00	=	Y	0	0	2	\$56,849	\$67,290	\$77,731	\$64,919	\$64,919	\$64,919	\$0
ASPEN	PLANNER I		01/2019	2080.00					1	\$55,145	\$66,312	\$77,479	\$59,529	\$67,579	\$63,848	\$0
AURORA	Planner I	Planning Supervisor	01/2020	2080.00	=	Y	0	0	1	\$39,160	\$51,888	\$64,615	\$43,107	\$43,107	\$43,107	\$0
AVON	PLANNER I	Planning Director	01/2020	2080.00	=	Y	0	0	1	\$55,538	\$63,860	\$72,183	\$60,199	\$60,199	\$60,199	\$0
BERTHOUD	Planner 1	Planning Director	01/2020	2080.00		N	0	0	1	\$48,541	\$56,116	\$63,690	\$49,753	\$49,753	\$49,753	\$0
BRECKENRIDGE	Planner I	Senior Planner	01/01/20	2080.00	=	Y	0	0	1	\$45,300	\$55,500	\$65,700	\$52,000	\$52,000	\$52,000	\$0
BRIGHTON	Assistant City Planner	Planning Manager	03/2020	2080.00	=	Y	0	0	2	\$51,831	\$61,420	\$71,008	\$53,435	\$54,950	\$54,193	\$0
BROOMFIELD	Associate Planner	Director of Planning	01/2020	2080.00	=	N	0	0	1	\$52,520	\$63,284	\$74,048	\$58,282	\$58,282	\$58,282	\$0
BUENA VISTA	PLANNER I		01/2020	2080.00	=	N	0	0	1	\$37,960	\$45,155	\$52,350	\$44,470	\$44,470	\$44,470	\$0
CARBONDALE	PLANNER	COMMUNITY DEVELOPMENT DIRECTOR	01/2020	2080.00	=	Y	0	0	1	\$54,075	\$67,594	\$81,112	\$77,918	\$77,918	\$77,918	\$67,594
COLORADO SPRINGS	Planner I	Senior Planner	02/2020	2080.00	=	Y	0	0	5	\$53,304	\$64,086	\$74,869	\$53,518	\$58,570	\$56,379	\$0
COMMERCE CITY	Planner I	Planning Manager	01/2020	2080.00	=	Y	0	0	1	\$45,150	\$56,438	\$67,726	\$51,923	\$51,923	\$51,923	\$0
CRESTED BUTTE	Planner I		01/2020	2080.00	=	N	0	0	2	\$42,354	\$48,546	\$54,738	\$46,696	\$56,305	\$51,500	\$0
DILLON	Planner/Construction Inspector	Engineer	01/2020	2080.00	=	N	0	0	1	\$51,756	\$62,107	\$72,457	\$72,355	\$72,355	\$72,355	\$0
DURANGO	Planner I	Planning Manager	01/2020	2080.00	=	N	0	0	1	\$55,080	\$66,096	\$77,112	\$55,080	\$55,080	\$55,080	\$0
ENGLEWOOD	Planner I	Senior Planner	01/2019	2080.00	=	Y	0	0	1	\$44,261	\$54,182	\$64,102	\$60,000	\$60,000	\$60,000	\$0
ESTES PARK	PLANNER I	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$52,425	\$61,599	\$70,773	\$60,919	\$60,919	\$60,919	\$0
FORT COLLINS	Planner, City	Manager, City Planning	01/2020	2080.00	=	Y	0	0	6	\$52,190	\$69,587	\$86,984	\$64,522	\$79,358	\$71,596	\$68,396
FORT LUPTON	Planner 1		02/2020	2080.00	=	N	0	0	1	\$47,500	\$59,375	\$71,250	\$50,000	\$50,000	\$50,000	\$0
FOUNTAIN	PLANNING 1	PLANNING SUPERVISOR	02/2020	2080.00	=	N	0	0	1	\$48,634	\$59,334	\$70,033	\$49,607	\$71,434	\$59,528	\$0
FREDERICK	Planner I	Planning Director	01/2020	2080.00	=	Y	0	0	1	\$50,000	\$61,000	\$72,000	\$52,500	\$52,500	\$52,500	\$0
FRUITA	Planner I	Planning & Development Director	01/2020	2080.00	=	Y	0	0	1	\$49,451	\$53,814	\$58,178	\$54,600	\$54,600	\$54,600	\$0
GLENWOOD SPRINGS	Planner 1	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$41,921	\$50,316	\$58,710	\$49,131	\$49,131	\$49,131	\$0
GREELEY	PLANNER I	Planning Manager	01/2020	2080.00	=	Y	0	0	1	\$49,837	\$59,804	\$69,772	\$55,453	\$55,453	\$55,453	\$0
GREENWOOD VILLAGE	Planner I		01/2020	2080.00	=	N	0	0	2	\$52,993	\$64,494	\$75,994	\$54,163	\$55,120	\$54,641	\$0
IDAHO SPRINGS	COMMUNITY DEVELOPMENT PLANNER		01/2020	2080.00		N	0	0	1	\$68,302	\$83,382	\$98,462	\$68,302	\$68,302	\$68,302	\$0
LAFAYETTE	Planner I		01/2020	2080.00					1	\$54,022	\$67,528	\$81,033	\$0	\$0	\$0	\$0
LAKEWOOD	Associate Planner		01/2020	2080.00		Y			1	\$50,794	\$60,934	\$71,074	\$60,008	\$60,008	\$60,008	\$0
LONGMONT	Associate Planner		01/2020	2080.00	=	N	0	0	0	\$56,197	\$61,817	\$67,437	\$61,187	\$63,068	\$62,128	\$62,128
LOUISVILLE	Planner I	Principal Planner	02/2020	2080.00	=	Y	0	0	0	\$50,939	\$59,155	\$67,371	\$0	\$0	\$0	\$0
LOVELAND	City Planner I	Current Planning Manager	01/2020	2080.00	=	N	0	0	0	\$49,700	\$62,100	\$74,500	\$51,729	\$51,729	\$51,729	\$0
MEAD	Planner I		2/2020	2080.00	=	N	0	0	1	\$44,000	\$55,000	\$66,000	\$0	\$0	\$60,840	\$0
MEEKER	Town Planner/Risk Management Coordinator	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$57,325	\$66,144	\$74,963	\$57,325	\$74,963	\$66,144	\$0
MONTROSE	Planner II	Senior Planner	01/2020	2080.00	=	N	0	0	1	\$56,278	\$67,764	\$79,249	\$54,330	\$65,667	\$60,972	\$0
MOUNTAIN VILLAGE	Planner	Director Planning & Development	01/2020	2080.00	=	N	0	0	1	\$48,180	\$56,612	\$65,045	\$62,017	\$62,017	\$62,017	\$0
NORTHGLENN	Planner I	Planning Manager	01/2020	2080.00	=	N	0	0	1	\$47,300	\$58,000	\$68,700	\$0	\$0	\$0	\$0
OURAY	Community Development Coordinator	City Administrator	01/2020	2080.00	=	Y	1	1	1	\$70,935	\$85,122	\$99,309	\$67,344	\$67,344	\$67,344	\$0
PAGOSA SPRINGS	Associate Planner		01/2020	2080.00	=	N	0	0	1	\$37,693	\$44,560	\$51,426	\$38,500	\$38,500	\$38,500	\$0
PARKER	Planner 1		01/2019	2080.00		N	0	0	1	\$50,700	\$59,800	\$68,900	\$54,457	\$54,457	\$54,457	\$0
PUEBLO	PLANNER	DIRECTOR/PLANNING AND COMMUNITY DEVELOPMENT	01/2020	2085.00	=	N	0	0	3	\$48,457	\$54,694	\$60,931	\$49,716	\$54,737	\$52,224	\$0
SALIDA	PLANNER I	COMMUNITY DEVELOPMENT DIRECTOR	02/2020	2080.00	=	N	0	0	2	\$46,434	\$52,238	\$58,043	\$58,042	\$62,467	\$60,254	\$0
SILVERTHORNE	Planner I	Planning Manager	01/2020	2080.00	=	Y	0	0	1	\$53,508	\$62,426	\$71,343	\$56,247	\$56,247	\$56,247	\$0
SNOWMASS	PLANNER		07/2019	2080.00	=	N	0	0	0	\$60,757	\$69,875	\$78,993	\$0	\$0	\$0	\$0

VILLAGE																
SUMMIT COUNTY	Planner I	Planning Manager	07/2019	2080.00	=	Y	0	0	2	\$49,908	\$61,137	\$72,366	\$52,916	\$58,017	\$55,467	\$0
THORNTON	Planner I	Policy/Current Planning Manager	01/2020	2080.00	=	Y	0	0	0	\$60,226	\$69,862	\$79,498	\$61,411	\$65,396	\$62,739	\$0
VAIL	Planner I		01/2019	2080.00		N			1	\$53,872	\$65,998	\$78,125	\$60,000	\$60,000	\$60,000	\$0
WESTMINSTER	Associate Planner	Principal Planner	01/2020	2085.00	=	N	0	0	2	\$62,524	\$70,340	\$78,155	\$65,624	\$69,006	\$67,315	\$67,315
WHEAT RIDGE	Planner	Sr. Planner	01/2020	2080.00	=	Y	0	0	1	\$46,435	\$58,044	\$69,652	\$50,605	\$50,605	\$50,605	\$0
WINDSOR	Planner I	Director of Planning	02/2020	2080.00	=	N	0	0	2	\$45,500	\$55,700	\$65,900	\$47,133	\$47,944	\$47,538	\$0
WINTER PARK			01/2020	0.00					1	\$48,000	\$58,825	\$69,650	\$48,006	\$48,006	\$48,006	\$0
WOODLAND PARK	CITY PLANNER	PLANNING DIRECTOR	01/2020	2080.00	=	N	0	1	1	\$61,509	\$73,811	\$86,113	\$73,258	\$73,258	\$73,258	\$0

**Average**

**\$51,241 \$61,374 \$71,507 \$56,353 \$58,862 \$57,668 \$66,358**

**Job # B009 / S16 - PLANNER II**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Planner II	Manager of Planning	01/2020	2080.00	=	Y	0	0	1	\$62,817	\$74,354	\$85,892	\$71,736	\$71,736	\$71,736	\$0
AURORA	Planner II	Planning Supervisor	01/2020	2080.00	=	Y	0	0	1	\$43,076	\$57,076	\$71,076	\$53,781	\$53,781	\$53,781	\$0
AVON	PLANNER II		01/2020	2080.00		N			1	\$57,636	\$70,358	\$83,080	\$69,849	\$69,849	\$69,849	\$0
BASALT	Staff Planner	Planning Director	01/2020	2080.00	=	N	0	0	2	\$55,593	\$66,622	\$77,650	\$69,359	\$71,042	\$70,200	\$70,200
BRECKENRIDGE	Community Development Planner II	Planning Manager	01/01/20	2080.00	=	Y	0	0	1	\$50,500	\$61,900	\$73,300	\$68,065	\$68,065	\$68,065	\$0
BRIGHTON	Associate Planner	Planning Manager	03/2020	2080.00	=	Y	0	0	0	\$58,040	\$68,777	\$79,514	\$0	\$0	\$0	\$0
BUENA VISTA	PLANNER II		01/2020	2080.00	=	N	0	0	0	\$41,208	\$49,118	\$57,027	\$0	\$0	\$0	\$0
CASTLE ROCK	PLANNER II		01/2020	2080.00	=	Y	0	0	1	\$62,254	\$74,692	\$87,131	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Planner II	Senior Planner	02/2020	2080.00	=	Y	0	0	4	\$63,332	\$76,142	\$88,953	\$74,714	\$76,884	\$75,911	\$0
COMMERCE CITY	Planner II	Planning Manager	01/2020	2080.00	=	Y	0	0	1	\$55,656	\$69,570	\$83,485	\$63,884	\$63,884	\$63,884	\$0
CORTEZ	City Planner	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$43,992	\$54,995	\$65,998	\$49,670	\$49,670	\$49,670	\$0
CRESTED BUTTE	Historic Preservation & Design Reveiw Coordinator	Building & Zoning Director	01/2020	2080.00	=	N	0	0	1	\$47,501	\$55,030	\$62,560	\$77,650	\$77,650	\$77,650	\$0
DELTA	Planner	Community Development Director	01/2020	2080.00	=	N	0	0	0	\$53,095	\$61,660	\$70,226	\$0	\$0	\$0	\$0
DENVER	City Planner Associate		03/2020	2080.00	=	Y	0	0	27	\$64,018	\$83,224	\$102,429	\$66,044	\$97,388	\$74,662	\$73,032
DURANGO	Planner II	Planning Manager	01/2020	2080.00	=	Y	0	0	3	\$60,588	\$72,706	\$84,823	\$60,588	\$74,448	\$67,518	\$67,044
ENGLEWOOD	Planner II	Senior Planner	01/2019	2080.00	=	Y	0	0	3	\$48,738	\$59,727	\$70,716	\$65,337	\$72,560	\$69,497	\$0
ERIE	Planner	Planning Manager	02/2020	2080.00	=	N	0	0	1	\$58,416	\$67,532	\$76,648	\$66,914	\$66,914	\$66,914	\$0
ESTES PARK	Planner II	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$56,898	\$69,700	\$82,501	\$0	\$0	\$0	\$0
FORT COLLINS	Sr Planner, City	Manager, City Planner	01/2020	2080.00	=	Y	0	0	6	\$59,307	\$79,076	\$98,845	\$86,519	\$93,011	\$89,371	\$89,198
FORT LUPTON	Planner II	Planning Director	02/2020	2080.00	=	Y	0	0	1	\$57,500	\$71,875	\$86,250	\$71,178	\$71,178	\$71,178	\$0
FOUNTAIN	PLANNER II	Planning Supervisor	02/2020	2080.00	=	N	0	0	1	\$53,619	\$65,415	\$77,211	\$54,691	\$78,755	\$65,629	\$65,629
FREDERICK	Planner II	Planning Director	01/2020	2080.00	=	Y	0	0	1	\$60,000	\$73,200	\$86,400	\$66,379	\$66,379	\$66,379	\$0
FRISCO	Planner	Community Development Director	01/2020	2080.00	=	Y	0	0	2	\$60,512	\$72,614	\$84,716	\$67,460	\$67,460	\$67,460	\$0
GLENWOOD SPRINGS	Planner II	Community Development Director	01/2020	2080.00	=	Y	0	0	0	\$56,856	\$68,238	\$79,619	\$67,156	\$62,000	\$62,000	\$62,000
GOLDEN	Planner	Planning/Development Director	1/2020	2080.00	=	Y	0	0	2	\$56,700	\$69,400	\$82,100	\$64,170	\$70,744	\$67,457	\$0
GRAND JUNCTION	Associate Planner	Community Services Manager	01/2020	2080.00	=	N	0	0	3	\$60,018	\$72,022	\$84,025	\$60,028	\$74,963	\$67,080	\$0
GRAND LAKE	Town Planner	Town Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$51,676	\$51,676	\$51,676	\$51,676
GREELEY	PLANNER II	Planning Manager	01/2020	2080.00	=	Y	0	0	1	\$59,195	\$71,034	\$82,873	\$62,421	\$71,032	\$66,726	\$0
GREENWOOD VILLAGE	Planner II	Planning Manager	01/2020	2080.00	=	Y	0	0	0	\$59,259	\$71,912	\$84,564	\$0	\$0	\$0	\$0
GUNNISON COUNTY	PLANNER II	COMMUNITY/ECONOMIC DEVELOPMENT DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$59,127	\$71,381	\$83,635	\$62,242	\$62,242	\$62,242	\$0
LAFAYETTE	Planner II	Planning & Building Director	01/2020	2080.00	=	Y	0	0	1	\$59,527	\$74,409	\$89,291	\$70,034	\$70,034	\$70,034	\$70,034
LAKEWOOD	Planner		01/2020	2080.00	=	Y	0	0	2	\$61,443	\$73,694	\$85,946	\$71,947	\$72,114	\$72,030	\$0
LONGMONT	Planner	Principal Planner	01/2020	2080.00	=	Y	0	0	0	\$64,354	\$70,790	\$77,225	\$71,505	\$71,505	\$71,505	\$71,505
LOUISVILLE	Planner II	Principal Planner	02/2020	2080.00	=	Y	0	0	0	\$59,592	\$69,202	\$78,811	\$0	\$0	\$0	\$0
LOVELAND	City Planner II	Current Planning Manager	01/2020	2080.00	=	N	0	0	1	\$54,700	\$68,400	\$82,100	\$61,006	\$61,006	\$61,006	\$0
MANITOU SPRINGS	Senior Planner	Planning Director	01/2020	2080.00	=	Y	0	0	1	\$60,055	\$72,066	\$84,076	\$66,060	\$78,071	\$0	\$72,066
MONUMENT	PLANNER II		01/2019	2080.00	=	N	0	0	0	\$49,881	\$57,440	\$65,000	\$55,600	\$55,600	\$55,600	\$0
MOUNTAIN VILLAGE	Senior Planner	Dir Plan. & Devel Svcs	01/2020	2080.00	=	N	0	0	1	\$58,702	\$68,976	\$79,251	\$68,976	\$68,976	\$68,976	\$0
NORTHGLENN	Planner	Director of Planning & Development	01/2020	2080.00	=	Y	0	0	0	\$55,100	\$67,500	\$79,900	\$0	\$0	\$0	\$0
SILVERTHORNE	Planner II	Planning Manager	01/2020	2080.00	=	Y	0	0	0	\$62,812	\$73,281	\$83,749	\$70,747	\$70,747	\$70,747	\$0
STEAMBOAT SPRINGS	Planner	Directr of Community Development	01/2019	2080.00	=	Y	0	0	1	\$49,980	\$61,226	\$72,472	\$60,153	\$60,153	\$0	\$0
SUMMIT COUNTY	Planner II	Planning Manager	07/2019	2080.00	=	Y	0	0	1	\$57,567	\$71,958	\$86,350	\$71,995	\$81,318	\$76,657	\$0
TELLURIDE	Planner II	Planning & Building Director	03/2020	2080.00	=	N	0	0	1	\$58,395	\$64,964	\$71,534	\$61,651	\$61,651	\$61,651	\$0
THORNTON	Planner II	Policy/Current Planning Manager	01/2020	2080.00	=	Y	0	0	0	\$64,441	\$74,752	\$85,062	\$0	\$0	\$0	\$0
VAIL	Planner II		01/2020	2080.00	=	N	0	0	1	\$61,309	\$75,106	\$88,903	\$72,500	\$72,500	\$72,500	\$0
WELLINGTON	Planner II	Planning Director	01/2020	2080.00	=	Y	0	0	0	\$53,800	\$65,965	\$78,130	\$0	\$0	\$0	\$0
WESTMINSTER	Planner	Principal Planner	01/2020	2085.00	=	Y	0	0	1	\$67,213	\$75,614	\$84,016	\$78,015	\$78,015	\$78,015	\$78,015

WHEAT RIDGE	Planner II	Sr. Planner	01/2020	2080.00	=	Y	0	0	1	\$51,760	\$64,753	\$77,746	\$60,298	\$60,298	\$60,298	\$0
WINDSOR	SENIOR PLANNER	CHIEF PLANNER	02/2020	2080.00	=	Y	0	0	2	\$64,000	\$78,400	\$92,800	\$76,523	\$77,584	\$77,053	\$0
Average										\$57,085	\$68,913	\$80,742	\$66,372	\$69,817	\$67,908	\$70,036
Job # B010 - PLANNER III, SENIOR																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Senior Planner	Planning Manager	01/2020	2080.00	=	Y	0	0	5	\$69,413	\$82,162	\$94,912	\$81,646	\$94,912	\$90,600	\$0
AURORA	Principal Planner	Planning Supervisor	01/2020	2080.00	=	Y	0	0	4	\$57,335	\$75,968	\$94,602	\$74,251	\$86,951	\$83,160	\$0
BRECKENRIDGE	Planner III (Current Planning)	Planning Manager	01/01/20	2080.00	=	Y	0	0	1	\$60,200	\$75,200	\$90,200	\$82,825	\$82,825	\$82,825	\$0
BRIGHTON	Planner, Sr	Planning Manager	03/2020	2080.00	=	Y	0	0	1	\$69,254	\$82,066	\$94,879	\$78,970	\$78,970	\$78,970	\$0
BROOMFIELD	Senior Planner	Director of Planning	01/2020	2080.00	=	Y	0	0	2	\$71,448	\$84,864	\$98,280	\$74,131	\$83,949	\$79,040	\$0
CARBONDALE	SR PLANNER	TOWN MANAGER	01/2020	2080.00	=	N	1	0	1	\$82,518	\$103,121	\$123,724	\$99,820	\$99,820	\$99,820	\$103,122
CASTLE ROCK	SENIOR PLANNER		01/2020	2080.00	=	Y	0	0	1	\$69,909	\$83,886	\$97,864	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Senior Planner	Comprehensive Planning Manager	02/2020	2080.00	=	Y	5	5	5	\$75,243	\$90,464	\$105,684	\$82,514	\$91,051	\$86,912	\$0
COMMERCE CITY	Planner III	Planning Manager	01/2020	2080.00	=	Y	0	0	4	\$69,248	\$86,560	\$103,871	\$75,000	\$86,559	\$80,207	\$0
CRESTED BUTTE	Senior Planner	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$60,441	\$70,136	\$79,832	\$74,521	\$74,521	\$74,521	\$0
DENVER	City Planner Senior		03/2020	2080.00	=	Y	0	0	29	\$73,157	\$95,104	\$117,051	\$75,618	\$104,838	\$88,327	\$87,720
DURANGO	Planner III	Planning Manager	01/2020	2080.00	=	Y	0	0	2	\$71,979	\$86,374	\$100,770	\$89,064	\$89,064	\$89,064	\$0
ENGLEWOOD	Senior Planner	Director of Community Development	01/2019	2080.00	=	Y	0	0	1	\$63,085	\$77,330	\$91,575	\$84,218	\$84,208	\$84,218	\$0
ERIE	Senior Planner	Community Development Director	02/2020	2080.00	=	Y	0	0	2	\$70,803	\$85,102	\$99,401	\$84,403	\$86,850	\$85,627	\$0
ESTES PARK	Senior Planner	Community Development Director	01/2020	2080.00	=	Y	0	0	1	\$70,123	\$85,900	\$101,677	\$71,491	\$71,491	\$71,491	\$0
FEDERAL HEIGHTS	PLANNER	Community Development Director	01/2020	2080.00	=	Y	0	0	1	\$59,703	\$72,734	\$85,766	\$67,794	\$67,794	\$67,794	\$0
FLORENCE	City Planner	City Manager	01/2020	2080.00	=	Y	0	0	3	\$70,362	\$71,418	\$72,473	\$72,695	\$72,695	\$72,695	\$72,695
FREDERICK	Senior Planner		01/2020	2080.00	=	N	0	0	0	\$72,000	\$87,840	\$103,680	\$0	\$0	\$0	\$0
FRISCO	Assistant Comm Dev Director	Community Development Director	01/2020	2080.00	=	Y	0	0	1	\$75,723	\$94,654	\$113,585	\$86,656	\$86,656	\$86,656	\$0
GLENWOOD SPRINGS	Senior Planner	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$64,581	\$77,456	\$90,331	\$80,165	\$80,340	\$80,252	\$0
GRAND JUNCTION	Senior Planner	Community Services Manager	01/2020	2080.00	<	Y	0	0	2	\$66,293	\$79,552	\$92,811	\$66,310	\$82,784	\$74,547	\$0
GREENWOOD VILLAGE	Senior Planner		01/2020	2080.00	=	N	0	0	1	\$71,340	\$86,916	\$102,491	\$79,996	\$79,996	\$7,996	\$0
GUNNISON	Senior Planner	Community Development Director	01/2020	2080.00	=	Y	0	0	1	\$69,600	\$81,800	\$94,000	\$85,867	\$85,867	\$85,867	\$0
LAFAYETTE	Planner III	Planning & Building Director	01/2020	2080.00	=	Y	0	0	1	\$66,567	\$83,209	\$99,851	\$81,786	\$81,786	\$81,786	\$81,786
LAKEWOOD	Principal Planner		01/2020	2080.00		Y			1	\$74,277	\$89,118	\$103,958	\$91,374	\$91,374	\$91,374	\$0
LONE TREE	Senior Planner	Planning Manager	01/2020	2080.00	=	Y	0	0	1	\$64,800	\$81,000	\$97,200	\$77,000	\$0	\$0	\$0
LONGMONT	Sr Planner	Principal Planner	01/2020	2080.00	=	Y	0	0	1	\$75,464	\$83,010	\$90,557	\$81,329	\$81,329	\$81,329	\$81,329
LOUISVILLE	Principal Planner	Director of Planning & Building Safety	02/2020	2080.00	=	Y	2	0	1	\$69,700	\$80,942	\$92,185	\$78,041	\$78,041	\$78,041	\$0
LOVELAND	Principal City Planner	Director of Development Services	01/2020	2080.00	=	Y	0	0	1	\$65,100	\$83,000	\$100,900	\$99,382	\$99,382	\$99,382	\$99,382
MANITOU SPRINGS	PLANNER III	PLANNING DIRECTOR	01/2020	2080.00	=	N	0	0	2	\$69,061	\$82,873	\$96,685	\$75,967	\$89,779	\$0	\$82,873
MONTROSE	Senior Planner	Assistant City Manager	01/2020	2080.00	=	Y	2	2	1	\$67,838	\$82,530	\$97,222	\$77,864	\$80,601	\$74,219	\$0
MONUMENT			01/2019	2080.00		N			0	\$61,112	\$67,896	\$74,680	\$71,968	\$71,968	\$71,968	\$0
NORTHGLENN	Senior Planner	Planning Manager	01/2020	2080.00	=	N	0	0	0	\$71,800	\$89,780	\$107,760	\$71,800	\$76,107	\$73,954	\$0
PAGOSA SPRINGS	Senior Planner		01/2020	2080.00		N	0	0	1	\$47,191	\$56,168	\$65,144	\$56,322	\$56,322	\$56,322	\$0
PARKER	Senior Planner - D.R.		01/2019	2080.00		N	0	0	1	\$62,700	\$79,000	\$95,300	\$70,000	\$70,000	\$70,000	\$0
PUEBLO	SR PLANNER	DIRECTOR/PLANNING AND COMMUNITY DEVELOPMENT	01/2020	2085.00	<	N	0	0	3	\$56,203	\$63,532	\$70,862	\$57,702	\$66,807	\$62,254	\$0
SILVERTHORNE	Sr. Planner	Planning Manager	01/2020	2080.00	=	Y	0	0	1	\$72,690	\$84,805	\$96,920	\$0	\$0	\$0	\$0
SNOWMASS VILLAGE	PLANNER, SENIOR		07/2019	2080.00		N			0	\$68,268	\$81,922	\$95,576	\$91,228	\$91,228	\$91,228	\$0
STEAMBOAT SPRINGS	Senior Planner	Director of Community Development	01/2019	2080.00	=	Y	0	0	1	\$60,476	\$74,084	\$87,691	\$67,971	\$74,083	\$0	\$0
SUMMIT COUNTY	Senior Planner	Planning Manager	07/2019	2080.00	=	Y	0	0	3	\$61,597	\$76,996	\$92,395	\$64,239	\$93,392	\$79,425	\$0
THORNTON	Senior Planner	Policy/Current Planning Manager	01/2020	2080.00	=	Y	0	0	4	\$73,778	\$85,582	\$97,387	\$75,230	\$97,387	\$86,478	\$0
VAIL	Senior Planner		01/2020	2080.00	=	N	0	0	1	\$67,390	\$84,237	\$101,084	\$82,332	\$82,332	\$82,332	\$0
WESTMINSTER	Senior Planner	Principal Planner	01/2020	2085.00	=	Y	0	0	5	\$77,673	\$87,382	\$97,092	\$80,143	\$97,092	\$89,727	\$89,990
WHEAT RIDGE	Senior Planner	Community Development Director	01/2020	2080.00	=	Y	0	2	2	\$64,647	\$80,835	\$97,023	\$88,530	\$92,198	\$90,364	\$0
WINDSOR	Chief Planner	Director of Planning	02/2020	2080.00	=	Y	3	3	1	\$71,500	\$89,400	\$107,300	\$89,336	\$89,336	\$89,336	\$0
Average										\$67,858	\$81,865	\$95,872	\$78,512	\$83,724	\$79,490	\$87,362
Job # M26 - PLANNING MANAGER/DIRECTOR																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median

ARVADA	Manager of City Planning and Development	Director of Community Development	01/2020	2080.00	=	Y	8	8	1	\$99,406	\$117,664	\$135,921	\$133,256	\$133,256	\$133,256	\$0
ASPEN	Deputy Planning Director		01/2019	2080.00	=	N	0	0	1	\$83,991	\$101,000	\$118,008	\$114,316	\$114,316	\$114,316	\$0
AURORA	Director of Planning	Deputy City Manager	01/2020	2080.00	=	Y	37	4	1	\$105,341	\$132,482	\$159,622	\$145,460	\$145,460	\$145,460	\$0
AVON	PLANNING DIRECTOR	Town Manager	01/2020	2080.00	>	Y	2	1	1	\$96,988	\$119,094	\$141,199	\$127,494	\$127,494	\$127,494	\$0
BASALT	Planning Director	Town Manager	01/2020	2080.00	=	N	0	0	1	\$103,344	\$129,090	\$154,836	\$144,054	\$144,054	\$144,054	\$144,054
BERTHOUD	Planning Director	Town Administrator	01/2020	2080.00	=	N	3	0	1	\$88,612	\$102,439	\$116,266	\$95,430	\$95,430	\$95,430	\$0
BRECKENRIDGE	Planning Manager	Assistant Director of Community Development	01/01/20	2080.00	=	Y	4	4	1	\$77,000	\$96,200	\$115,400	\$104,267	\$104,267	\$104,267	\$0
BROOMFIELD	Director of Planning	Director of Community Development	01/2020	2080.00	=	Y	5	5	1	\$113,776	\$134,004	\$154,232	\$128,627	\$128,627	\$128,627	\$0
COLORADO SPRINGS	Planning & Community Development Director	Chief of Staff	02/2020	2080.00	=	N	0	0	1	\$145,237	\$174,616	\$203,994	\$174,000	\$174,000	\$174,000	\$0
COMMERCE CITY	Planning Manager	Director of Community Development	01/2020	2080.00	=	Y	6	6	1	\$80,253	\$108,341	\$136,429	\$119,621	\$119,621	\$119,621	\$0
DENVER	Manager Community Planning and Development		03/2020	2080.00	=	Y	0	0	1	\$24,960	\$77,480	\$130,000	\$175,950	\$175,950	\$175,950	\$175,950
DURANGO	Planning Manager	Community Development Assistant Director	01/2020	2080.00	=	N	6	6	1	\$80,616	\$98,754	\$116,893	\$87,625	\$87,625	\$87,625	\$0
ERIE	Planning Manager/Deputy Director of Planning and Development	Director of Planning and Development	02/2020	2080.00	=	N	0	0	1	\$94,555	\$113,652	\$132,748	\$114,702	\$114,702	\$114,702	\$0
FOUNTAIN	PLANNING SUPERVISOR	Deputy City Manager	02/2020	2080.00	=	N	2	0	1	\$68,433	\$83,488	\$98,543	\$69,802	\$100,514	\$83,761	\$83,761
FREDERICK	Planning Director	Town Manager	01/2020	2080.00	=	Y	2	2	1	\$93,000	\$113,460	\$133,920	\$130,872	\$130,872	\$130,872	\$0
GOLDEN	Planning Manager	Director of Community & Econ Development	1/2020	2080.00	=	Y	3	3	1	\$90,800	\$113,500	\$136,200	\$102,959	\$102,959	\$102,959	\$0
GRAND JUNCTION	Community Services Supervisor	Community Development Director	01/2020	2080.00	=	Y	10	7	0	\$84,970	\$101,964	\$118,958	\$0	\$0	\$0	\$0
GREENWOOD VILLAGE	Planning Manager	Community Development Director	01/2020	2080.00	=	Y	6	3	1	\$90,694	\$110,472	\$130,251	\$122,449	\$122,449	\$122,449	\$0
LAFAYETTE	Planning Manager	Asst City Administrator / Community Development Director	01/2020	2080.00	=	N	0	0	1	\$72,555	\$90,694	\$108,832	\$93,434	\$93,434	\$93,434	\$93,434
LAKEWOOD	Director of Planning		01/2020	2080.00	=	Y	15	2	1	\$109,886	\$151,809	\$193,731	\$169,312	\$169,312	\$169,312	\$0
LONGMONT	Planning Director	Assistant City Manager External Services	01/2020	2080.00	=	Y	10	0	0	\$117,677	\$129,444	\$141,212	\$130,752	\$130,752	\$130,752	\$130,752
LOUISVILLE	Director of Planning and Building Safety	City Manager	02/2020	2080.00	=	Y	9	4	1	\$103,188	\$128,346	\$153,504	\$149,822	\$149,822	\$149,822	\$0
LOVELAND	Current Planning Manager	Director of Development Services	01/2020	2080.00	=	Y	0	7	1	\$82,700	\$107,500	\$132,300	\$130,811	\$130,811	\$130,811	\$0
MANITOU SPRINGS	Planning Director	City Administrator	01/2020	2080.00	=	Y	3	0	1	\$89,008	\$106,810	\$124,611	\$97,908	\$115,710	\$0	\$106,809
MEAD	Planning Director		1/2020	2080.00	=	N	2	0	0	\$90,400	\$113,000	\$135,600	\$0	\$0	\$102,211	\$0
MONUMENT	Director of Development Services	Town Manager	01/2019	2080.00	=	N	4	4	1	\$76,144	\$85,854	\$95,564	\$89,548	\$89,548	\$89,548	\$0
MOUNTAIN VILLAGE	Dir Plan. & Devel Svcs	Town Manager	01/2020	2080.00	=	N	0	0	0	\$98,596	\$115,996	\$133,395	\$109,797	\$109,797	\$109,797	\$0
NEW CASTLE	Town Planner	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$74,366	\$74,366	\$74,366	\$0
NORTHGLENN	Director of Planning & Development	City Manager	01/2020	2080.00	=	N	10	2	1	\$116,000	\$145,000	\$174,000	\$142,064	\$142,064	\$142,064	\$0
PAGOSA SPRINGS	Planning Director	Town Manager	01/2020	2080.00	=	Y	1	0	1	\$68,381	\$82,308	\$96,236	\$71,407	\$71,407	\$71,407	\$0
PALISADE	Director of Planning	Town Administrator	01/2019	2080.00	=	Y	0	0	0	\$65,434	\$72,580	\$79,726	\$65,434	\$79,726	\$72,736	\$0
PUEBLO	DIRECTOR/PLANNING	MAYOR	01/2020	2085.00	=	Y	14	14	0	\$104,429	\$116,038	\$127,647	\$0	\$0	\$0	\$0
RIFLE	Planning Director		01/2020	2080.00	=	Y			1	\$75,705	\$94,658	\$113,610	\$85,117	\$85,117	\$85,117	\$85,117
SILVERTHORNE	Planning Manager	Assistant Town Manager	01/2020	2080.00	<	Y	4	4	1	\$90,515	\$105,601	\$120,686	\$93,636	\$93,636	\$93,636	\$0
STEAMBOAT SPRINGS			01/2019	2080.00	=	N			1	\$105,176	\$128,840	\$152,505	\$118,043	\$118,043	\$0	\$0
SUMMIT COUNTY	Planning Director	Assistant County Manager - Facilities & Transportation	07/2019	2080.00	=	Y	0	0	1	\$78,886	\$102,552	\$126,218	\$96,422	\$96,422	\$96,422	\$0
TELLURIDE	Planning & Building Director		03/2020	2080.00	=	N	0	0	1	\$84,087	\$103,006	\$121,926	\$100,147	\$100,147	\$100,147	\$0
THORNTON	Planning Director	Deputy City Manager-City Development	01/2020	2080.00	=	N	24	4	1	\$126,764	\$147,046	\$167,329	\$150,425	\$150,425	\$150,425	\$0
VAIL	Planning Manager		01/2020	2080.00	=	Y	0	0	1	\$80,394	\$100,493	\$120,592	\$110,000	\$110,000	\$110,000	\$0
WELLINGTON	Planning Director	Deputy Town Administrator	01/2020	2080.00	=		0	0		\$79,000	\$97,050	\$115,100	\$79,000	\$79,000	\$79,000	\$0
WESTMINSTER	Planning Manager	Community Development Director	01/2020	2085.00	=	Y	17	6	1	\$123,461	\$138,894	\$154,327	\$154,327	\$154,327	\$154,327	\$154,327
WINDSOR	Director of Planning	Town Manager	02/2020	2080.00	=	Y	5	5	1	\$94,400	\$118,000	\$141,600	\$116,688	\$116,688	\$116,688	\$0
WOODLAND PARK	PLANNING DIRECTOR	CITY MANAGER	01/2020	2080.00	=	Y	2	2	1	\$90,132	\$108,158	\$126,185	\$96,545	\$96,545	\$96,545	\$0

<b>Average</b>										<b>\$91,545</b>	<b>\$112,318</b>	<b>\$133,092</b>	<b>\$115,397</b>	<b>\$116,967</b>	<b>\$115,985</b>	<b>\$121,776</b>
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**Job # B011 / S17 - PLANNING TECHNICIAN**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	PLANNING TECHNICIAN		01/2019	2080.00		N			1	\$44,683	\$53,732	\$62,780	\$0	\$0	\$0	\$0
BRIGHTON	Planning Technician	Planning Manager	03/2020	2080.00	=	N	0	0	1	\$47,680	\$56,501	\$65,322	\$47,680	\$47,680	\$47,680	\$0
BUENA VISTA	PLANNING TECHNICIAN		01/2020	2080.00	=	N	0	0	0	\$37,960	\$45,155	\$52,350	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Planning Technician		02/2020	2080.00	=	N	0	0	3	\$47,919	\$57,612	\$67,305	\$51,854	\$54,226	\$52,832	\$0
CORTEZ	Planner Assistant	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$43,992	\$54,995	\$65,998	\$49,670	\$49,670	\$49,670	\$0
DELTA COUNTY	Planning Technician		01/2020	2080.00	=	N	0	0	2	\$31,175	\$40,920	\$50,664	\$31,175	\$35,464	\$35,464	\$33,320
ERIE	Planning Technician	Planning Manager	02/2020	2080.00	=	N	0	0	2	\$54,342	\$62,821	\$71,300	\$55,162	\$66,131	\$60,646	\$0
FIRESTONE	Planning Technician	Senior Planner	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$50,328	\$65,426	\$56,992	\$56,992
FORT LUPTON	Planning Technician	Planning Director	02/2020	2080.00	>	N	0	0	2	\$37,440	\$44,928	\$52,416	\$38,563	\$40,102	\$39,333	\$0
FOUNTAIN	PLANNING TECHNICIAN	Planning Supervisor	02/2020	2080.00	=	N	0	0	1	\$42,012	\$51,254	\$60,497	\$42,852	\$61,707	\$51,422	\$51,422



FRISCO	Permit Technician	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$43,080	\$49,542	\$56,004	\$44,967	\$44,967	\$44,967	\$0
FRUITA	Planning Technician	Planning & Development Director	01/2020	2080.00	=	N	0	0	1	\$41,943	\$45,644	\$49,345	\$41,943	\$41,943	\$41,943	\$0
GOLDEN	Planning Technician	Planning & Development Director	1/2020	2080.00	=	N	0	0	1	\$45,600	\$54,750	\$63,900	\$50,710	\$50,710	\$50,710	\$0
GRAND JUNCTION	Planning Technician	Development Services Manager	01/2020	2080.00	=	N	0	0	2	\$44,554	\$53,465	\$62,376	\$44,554	\$55,640	\$50,096	\$0
GREENWOOD VILLAGE	Planning Technician		01/2020	2080.00	=	N	0	0	2	\$43,611	\$52,269	\$60,927	\$43,617	\$43,617	\$43,617	\$0
GUNNISON	Planning Technician	Community Development Director	01/2020	2080.00	=	N	0	0	1	\$43,100	\$50,700	\$58,300	\$54,500	\$54,500	\$54,500	\$0
LONGMONT	Planning Technician		01/2020	2080.00	=	N	0	0	1	\$52,542	\$57,796	\$63,050	\$58,495	\$58,495	\$58,495	\$58,495
MANITOU SPRINGS	PLANNING TECHNICIAN	PLANNING DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$45,344	\$54,412	\$63,481	\$49,878	\$58,947	\$0	\$54,412
MONUMENT	Planning Technician	Development Services Director	01/2019	2080.00	=	N	0	0	1	\$41,133	\$48,840	\$56,547	\$42,000	\$42,000	\$42,000	\$0
NORTHGLENN	Planning Technician	City/Urban Planner	01/2020	2080.00	=	Y	0	0	0	\$43,300	\$53,000	\$62,700	\$0	\$0	\$0	\$0
PUEBLO	LAND USE TECHNICIAN	DIRECTOR/PLANNING AND COMMUNITY DEVELOPMENT	01/2020	2085.00	<	N	0	0	1	\$38,667	\$44,107	\$49,547	\$49,547	\$49,547	\$49,547	\$0
RIFLE	Planning Technician		01/2020	2080.00		N			1	\$35,070	\$42,105	\$49,140	\$47,926	\$47,926	\$47,926	\$47,926
SEVERANCE	Permit Planning Tech	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$40,000	\$40,000	\$45,000	\$45,000
SILVERTHORNE	Planning Technician	Planning Manager	01/2020	2080.00	=	N	0	0	0	\$46,397	\$54,133	\$61,869	\$0	\$0	\$0	\$0
SUMMIT COUNTY	Permit/Planning Technician	Planning Manager	07/2019	2080.00	=	N	0	0	1	\$46,052	\$56,414	\$66,775	\$46,052	\$46,052	\$46,052	\$0
THORNTON	Planning Technician	Current Planning Manager	01/2020	2080.00	=	N	0	0	0	\$54,412	\$63,118	\$71,824	\$0	\$0	\$0	\$0
VAIL	Development Services Technician		01/2019	2080.00		N			2	\$45,011	\$53,560	\$62,109	\$47,840	\$50,482	\$49,161	\$0
WINDSOR	Planning Technician	Director of Planning	02/2020	2080.00	=	N	0	0	1	\$45,000	\$54,000	\$63,000	\$50,980	\$50,980	\$50,980	\$0
Average										\$43,924	\$52,145	\$60,366	\$46,969	\$50,270	\$48,592	\$49,652

#### Job # B019 - PLANS EXAMINER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	PLANS EXAMINER		01/2019	2080.00					1	\$55,145	\$66,312	\$77,479	\$59,321	\$70,865	\$65,498	\$0
AURORA	Plans Examiner II	Plans Examining Supervisor	01/2020	2080.00	=	Y	0	0	1	\$47,384	\$62,784	\$78,183	\$83,285	\$83,285	\$83,285	\$0
BRECKENRIDGE	Building Plans Examiner/Inspector II	Community Development/Building Chief Building Official	01/01/20	2080.00	=	N	0	0	1	\$54,200	\$67,800	\$81,400	\$64,916	\$64,916	\$64,916	\$0
BRIGHTON	Plans Examiner I		03/2020	2080.00	=	N	0	0	0	\$56,284	\$66,696	\$77,109	\$0	\$0	\$0	\$0
BROOMFIELD	Plans Analyst	Senior Plans Analyst	01/2020	2080.00	=	N	0	0	2	\$59,176	\$70,356	\$81,536	\$65,562	\$76,357	\$70,959	\$0
COMMERCE CITY	Plans Examiner II	Assistant Building Official	01/2020	2080.00	=	N	0	0	2	\$59,436	\$74,295	\$89,154	\$62,500	\$68,352	\$65,426	\$0
ENGLEWOOD	Plans Examiner	Chief Building Official	01/2019	2080.00	=	N	0	0	1	\$57,896	\$70,869	\$83,842	\$66,762	\$66,762	\$66,762	\$0
ERIE	Plans Examiner/Combination Inspector	Chief Building Official	02/2020	2080.00	=	N	1	1	1	\$61,342	\$73,610	\$85,879	\$66,186	\$66,186	\$66,186	\$0
ESTES PARK	Residential Plans Examiner	Chief Building Official	01/2020	2080.00	=	N	0	0	1	\$56,898	\$69,700	\$82,501	\$59,167	\$59,167	\$59,167	\$0
FORT COLLINS	Plans Examiner	Senior Manager, Building & Development Review	01/2020	2080.00	=	N	0	0	4	\$52,227	\$65,284	\$78,341	\$66,018	\$75,426	\$72,603	\$73,229
GOLDEN	Plans Examiner/Building Inspector	Chief Building Official	1/2020	2080.00	=	Y	0	0	1	\$56,700	\$69,400	\$82,100	\$61,227	\$61,227	\$61,227	\$0
GREELEY	PLANS EXAMINER	Chief Building Official	01/2020	2080.00	=	N	0	0	2	\$65,358	\$78,429	\$91,501	\$70,013	\$71,261	\$70,637	\$0
GREENWOOD VILLAGE	Plans Examiner		01/2020	2080.00	=	N	0	0	1	\$59,259	\$71,912	\$84,564	\$71,552	\$71,552	\$71,552	\$0
LAKEWOOD	Plans Examiner II		01/2020	2080.00	=	N	0	0	1	\$61,443	\$73,694	\$85,946	\$73,632	\$73,632	\$73,632	\$0
LONGMONT	Plans Examiner	Chief Building Official	01/2020	2080.00	=	N	0	0	2	\$62,170	\$68,386	\$74,603	\$69,766	\$71,863	\$70,815	\$70,815
LOUISVILLE	Plans Examiner/ Combo Inspector	Chief Building Official	02/2020	2080.00	=	N	0	0	1	\$59,592	\$69,202	\$78,811	\$69,596	\$69,596	\$69,596	\$0
LOVELAND	Plans Reviewer II	CHIEF BUILDING OFFICIAL	01/2020	2080.00	=	N	0	0	1	\$62,200	\$79,300	\$96,400	\$88,025	\$88,025	\$88,025	\$0
PARKER	Commercial Plans Examiner		01/2019	2080.00		N	0	0	0	\$62,700	\$79,000	\$95,300	\$0	\$0	\$0	\$0
SNOWMASS VILLAGE	PLANS EXAMINER		07/2019	2080.00		N			0	\$68,268	\$81,922	\$95,576	\$94,182	\$94,182	\$94,182	\$0
SUMMIT COUNTY	Plans Examiner		07/2019	2080.00	=	N	0	0	2	\$55,722	\$68,260	\$80,797	\$59,675	\$61,900	\$60,788	\$60,788
THORNTON	Plans Examiner II	Plans Examining Supervisor	01/2020	2080.00	=	N	0	0	2	\$64,441	\$74,752	\$85,062	\$80,039	\$80,808	\$80,424	\$0
VAIL	Plans Examiner (Exempt)		01/2019	2080.00		N			1	\$60,403	\$73,996	\$87,589	\$79,000	\$79,000	\$79,000	\$0
WESTMINSTER	Plans Examiner	Building Plans Analyst	01/2020	2085.00	=	N	0	0	2	\$62,648	\$71,420	\$80,191	\$74,469	\$78,239	\$76,346	\$76,330
WHEAT RIDGE	Plans Examiner/Sr. Combination /Inspector	Chief Building Official	01/2020	2080.00	=	N	0	0	0	\$55,168	\$69,014	\$82,859	\$0	\$0	\$0	\$0
Average										\$59,002	\$71,516	\$84,030	\$70,709	\$72,981	\$71,954	\$70,290

#### Job # B112 - PLANT MECHANIC

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Water Maintenance Mechanic	Water Maintenance Supervisor	01/2020	2080.00	=	N	0	0	28	\$33,758	\$42,578	\$51,397	\$47,502	\$49,840	\$47,997	\$0
BRIGHTON	Plant Mechanic		03/2020	2080.00	=	N	0	0	3	\$49,476	\$58,629	\$67,782	\$58,354	\$60,263	\$59,496	\$0
BROOMFIELD	Wastewater Equipment Technician	Chief Plant Operator	01/2020	2080.00	=	N	0	0	2	\$49,504	\$59,852	\$70,200	\$63,086	\$63,357	\$63,222	\$0
CASTLE ROCK	PLANT MECHANIC II		01/2020	2080.00	=	N	0	0	2	\$52,811	\$62,067	\$71,323	\$0	\$0	\$0	\$0
CRIPPLE CREEK	Treatment Plant Operator	WWTP Director	01/2020	2080.00	=	N	0	0	2	\$34,669	\$40,787	\$46,905	\$40,328	\$43,598	\$41,963	\$0
ENGLEWOOD	Maintenance Mechanic	Process Maintenance	01/2019	2080.00	=	N	0	0	8	\$48,738	\$59,727	\$70,716	\$52,062	\$59,851	\$57,607	\$0

		Supervisor														
ERIE	Utility Maintenance Mechanic	Chief Plant Operator	02/2020	2080.00	=	N	0	0	1	\$50,549	\$58,438	\$66,326	\$59,043	\$59,043	\$59,043	\$0
FORT COLLINS	Technician II, Maintenance	varies	01/2020	2080.00	=	N	0	0	10	\$46,851	\$58,564	\$70,277	\$59,449	\$70,277	\$64,567	\$61,286
GOLDEN	WTP Mechanic	WTP Superintendent	1/2020	2080.00	=	N	0	0	1	\$52,670	\$61,895	\$71,120	\$61,443	\$61,443	\$61,443	\$0
GRAND JUNCTION	Plant Mechanic	WW Plant Maintenance Supervisor	01/2020	2080.00	=	N	0	0	4	\$49,817	\$59,780	\$69,743	\$59,217	\$59,217	\$59,217	\$0
GREELEY	MAINTENANCE MECHANIC	WW Maintenance Supervisor	01/2020	2080.00	=	N	0	0	4	\$53,947	\$64,736	\$75,526	\$58,178	\$64,896	\$61,526	\$0
LA JUNTA	Plant Maintenance Mechanic I		01/2020	2080.00	=	N	0	0	0	\$31,813	\$35,235	\$38,658	\$0	\$0	\$0	\$0
LAFAYETTE	Plant Mechanic, Senior	Lead Plant Operator	01/2020	2080.00	=	N	0	0	1	\$50,115	\$62,644	\$75,173	\$69,680	\$69,680	\$69,680	\$0
LOVELAND	Technical Services Maintenance Technician	Technical Services Superintendent	01/2020	2080.00	=	N	0	0	3	\$49,700	\$62,100	\$74,500	\$58,302	\$58,302	\$58,302	\$0
NORTHGLENN	Electrical/Mechanical Tech I	Electrical/Mechanical Foreman	01/2020	2080.00	=	N	0	0	2	\$55,100	\$67,500	\$79,900	\$75,152	\$75,152	\$75,152	\$0
PUEBLO	WWTP MAINT MECHANIC	WASTEWATER TREATMENT PLANT SUPERINTENDENT	01/2020	2085.00	=	N	0	0	1	\$41,926	\$47,222	\$52,517	\$52,517	\$52,517	\$52,517	\$0
RIFLE	Utility Maintenance Mechanic		01/2020	2080.00	=	N			1	\$45,780	\$56,070	\$66,360	\$55,070	\$55,070	\$55,070	\$55,070
THORNTON	Plant Mechanic II	Utility Maint Supv/Wtr Tech Ops Supt	01/2020	2080.00	=	N	0	0	3	\$45,945	\$53,296	\$60,647	\$56,554	\$60,647	\$59,283	\$0
WESTMINSTER	Electrician I/II/III	Electromechanic Specialist	01/2020	2085.00	=	N	0	0	4	\$54,211	\$67,201	\$80,191	\$69,152	\$76,330	\$72,254	\$71,766
Average										\$47,231	\$56,754	\$66,277	\$58,535	\$61,146	\$59,902	\$62,707

#### Job # B113 - PLANT SUPERVISOR

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	W/W Treatment Plant Supervisor	Water S&T Superintendent	01/2020	2080.00	=	Y	1	1	1	\$54,368	\$68,572	\$82,776	\$90,229	\$90,229	\$90,229	\$0
ENGLEWOOD	Operations Manager (WWTP)	Plant Manager	01/2019	2080.00	=	Y	0	0	1	\$86,386	\$107,957	\$129,528	\$102,093	\$102,093	\$102,093	\$0
ESTES PARK	Water Plant Supervisor, Water Distribution Supervisor	Water Superintendent	01/2020	2080.00	=	N	5	5	2	\$67,199	\$78,959	\$90,719	\$78,942	\$86,527	\$82,734	\$0
FORT COLLINS	Manager, Systems Admin	Director, Plant Operations	01/2020	2080.00	=	Y	0	0	1	\$80,730	\$107,640	\$134,550	\$109,963	\$109,963	\$109,963	\$106,760
FORT MORGAN	Water or Wastewater Treatment Plant Superinendent	Water Resources / Utilities Director	3/2020	2080.00	=	Y	8	0	2	\$67,700	\$83,900	\$100,100	\$72,280	\$78,128	\$75,204	\$0
GOLDEN	Water Treatment Plant Superintendet	Deputy Director of Public Works	1/2020	2080.00	=	Y	7	6	1	\$81,800	\$102,300	\$122,800	\$88,775	\$88,775	\$88,775	\$0
GRAND JUNCTION	Wastewater/Water Operations Supervisor	Wastewater/Water Services Manager	01/2020	2080.00	=	Y	7	7	1	\$69,655	\$83,586	\$97,518	\$86,985	\$86,985	\$86,985	\$0
GRAND LAKE	Water Superintendent	Town Manager	01/2020	2080.00	=	N	1	0	1	\$0	\$0	\$0	\$76,684	\$76,684	\$76,684	\$76,684
GUNNISON	Wastewater Superintendent	Public Works Director	01/2020	2080.00	=	N	2	2	1	\$83,100	\$97,600	\$112,100	\$93,975	\$93,975	\$93,975	\$0
IDAHO SPRINGS	MAINTENANCE SUPERVISOR (W/WW)		01/2020	2080.00	=	N	0	0	0	\$52,820	\$63,046	\$73,271	\$54,080	\$54,080	\$54,080	\$0
LONGMONT	Treatment Operations Supervisor	PWNR Operations Manager	01/2020	2080.00	=	N	8	8	2	\$77,155	\$84,870	\$92,586	\$84,339	\$86,585	\$85,462	\$85,462
LOVELAND	Water / Wastewater Treatment Manager	Water Utilities Manager	01/2020	2080.00	=	Y	0	21	2	\$82,700	\$107,500	\$132,300	\$105,747	\$111,675	\$108,711	\$0
NORTHGLENN	Chief Plant Operator	Director of Utilities	01/2020	2080.00	=	N	0	0	1	\$66,600	\$81,580	\$96,560	\$75,150	\$78,208	\$76,679	\$0
PUEBLO	ASST WWTP SUPERINTENDENT	DIRECTOR/WASTEWATER	01/2020	2085.00	=	Y	12	12	1	\$75,660	\$84,060	\$92,461	\$75,660	\$75,660	\$75,660	\$0
THORNTON	Water Plant Supervisor	Water Treatment and Quality Manager	01/2020	2080.00	=	Y	10	10	1	\$78,942	\$91,573	\$104,204	\$90,729	\$90,729	\$90,729	\$0
WESTMINSTER	Chief Plant Operator	Plant Superinendent	01/2020	2086.00	=	N	8	8	2	\$67,348	\$76,778	\$86,209	\$86,209	\$86,209	\$86,209	\$86,209
Average										\$72,811	\$87,995	\$103,179	\$85,740	\$87,282	\$86,511	\$88,779

#### Job # P22 - POLICE CADET

									Range			Actual				
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
CANON CITY			01/2019	2080.00	=	N	0	0	1	\$37,440	\$43,992	\$50,544	\$37,440	\$37,440	\$37,440	\$0
COLORADO SPRINGS	Police Recruit		02/2020	2080.00	=	N	0	0	1	\$56,646	\$56,646	\$56,646	\$56,646	\$56,646	\$56,646	\$0
DENVER	Public Safety Cadet		03/2020	2080.00	=	N	0	0	45	\$27,040	\$27,040	\$27,040	\$27,040	\$27,040	\$27,040	\$27,040
FORT LUPTON	Police Cadet	Police Chief	02/2020	2080.00	=	N	0	0	1	\$37,440	\$39,520	\$41,600	\$41,600	\$41,600	\$41,600	\$0
FORT MORGAN	Police Cadet	Chief of Public Safety	3/2020	2210.00	=	N	0	0	2	\$44,990	\$44,990	\$44,990	\$44,990	\$44,990	\$44,990	\$0
GLENWOOD SPRINGS	Police Cadet - Trainee	Police Chief	01/2020	2184.00	=	N	0	0	0	\$53,661	\$64,374	\$75,086	\$0	\$0	\$0	\$0
GREELEY			01/2020	2080.00					5	\$47,903	\$57,484	\$67,065	\$47,902	\$47,902	\$47,902	\$0
GUNNISON COUNTY	PATROL CADET	PATROL SERGEANT	01/2020	2080.00	=	N	0	0	3	\$45,040	\$54,374	\$63,707	\$45,040	\$45,040	\$45,040	\$0
LONE TREE	Police Officer Recruit	Sergeant	01/2020	2080.00	=	N	0	0	1	\$53,000	\$0	\$0	\$53,000	\$0	\$0	\$0
LOUISVILLE	POLICE / SHERIFF CADET		02/2020	2080.00	=	N	0	0	0	\$49,982	\$51,230	\$52,478	\$52,478	\$52,478	\$52,478	\$0
Average										\$45,314	\$48,850	\$53,240	\$45,126	\$44,142	\$44,142	\$27,040

#### Job # B090 - POLICE CAPTAIN

		Range										Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	POLICE CAPTAIN	CHIEF OF POLICE	01/2020	2080.00	=	Y	26	10	\$64,529	\$80,529	\$96,529	\$69,786	\$74,840	\$72,298	\$72,298
AURORA	Police Captain (8110)	Police Commander	01/2020	2080.00	=	Y	160	7	\$129,265	\$134,347	\$139,429	\$117,924	\$125,160	\$139,429	\$0
DENVER	Captain		03/2020	2080.00	=	Y	0	0	\$146,159	\$146,159	\$146,159	\$146,159	\$146,159	\$146,159	\$146,159
FORT COLLINS	Police Assistant Chief	Chief of Police	01/2020	2080.00	=	Y	0	0	\$92,231	\$122,974	\$153,718	\$149,968	\$153,718	\$151,218	\$140,000

GLENDALE	Police Captain	Police Chief	02/2019	2080.00	=	N	25	2	1	\$113,300	\$123,600	\$133,900	\$133,570	\$133,570	\$133,570	\$133,570
GOLDEN	Police Captain	Police Chief	1/2020	2080.00	=	Y	60	7	1	\$105,800	\$132,300	\$158,800	\$123,717	\$125,000	\$124,358	\$0
GUNNISON	Police Captain	Police Chief	01/2020	2080.00	=	Y	17	6	1	\$72,300	\$85,000	\$97,700	\$98,767	\$98,767	\$98,767	\$0
LA JUNTA	Police Captain		01/2020	2080.00		Y			1	\$54,416	\$60,271	\$66,127	\$56,281	\$56,281	\$56,281	\$0
LAKEWOOD	Police Division Chief		01/2020	2080.00	=	Y	0	0	3	\$141,170	\$151,757	\$162,344	\$145,205	\$146,182	\$145,531	\$0
LOVELAND	Assistant Police Chief	CHIEF OF POLICE	01/2019	2080.00	=	Y	0	14	2	\$107,800	\$140,100	\$172,400	\$146,411	\$151,444	\$148,928	\$0
ROCKY FORD	POLICE CAPTAIN	Police Chief	01/2020	2080.00	=	Y	12	3	1	\$35,859	\$39,136	\$42,413	\$35,859	\$35,859	\$35,859	\$0
SUMMIT COUNTY	Commander	Undersheriff	07/2020	2080.00	=	Y	33	0	2	\$89,930	\$116,909	\$143,888	\$106,988	\$111,628	\$109,951	\$0

**Average** **\$96,063** **\$111,090** **\$126,117** **\$110,886** **\$113,217** **\$113,529** **\$123,007**

**Job # M27 / S20 - POLICE CHIEF OR SHERIFF**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	CHIEF OF POLICE	CITY MANAGER	01/2020	2080.00	=	Y	27	3	1	\$77,426	\$96,794	\$116,161	\$82,485	\$82,485	\$82,485	\$82,485
ARVADA	Chief of Police	Deputy City Manager	01/2020	2080.00	=	Y	230	7	1	\$143,165	\$168,985	\$194,805	\$177,783	\$177,783	\$177,783	\$0
ASPEN	Police Chief	City Manager	01/2019	2080.00	=	N	0	2	1	\$115,154	\$138,472	\$161,791	\$150,384	\$150,384	\$150,384	\$0
AURORA	Police Chief (AE57)	Deputy City Manager	01/2020	2080.00	=	Y	800	2	1	\$149,968	\$187,460	\$224,952	\$207,358	\$207,358	\$207,358	\$0
AVON	POLICE CHIEF	Town Manager	01/2020	2080.00	=	Y	19	1	1	\$100,596	\$123,638	\$146,681	\$146,681	\$146,681	\$146,681	\$0
BASALT	Chief of Police	Town Manager	01/2020	2080.00	=	N	0	0	1	\$119,029	\$148,684	\$178,338	\$160,919	\$160,919	\$160,919	\$160,919
BLACK HAWK	Police Chief		01/2020	2080.00	=	N	34	2	1	\$139,442	\$160,358	\$181,275	\$0	\$0	\$0	\$0
BLANCA	POLICE CHIEF		01/2020	2080.00	=	N	0	0	1	\$37,000	\$37,000	\$37,000	\$37,000	\$37,000	\$37,000	\$0
BLUE RIVER	Marshal	Town Administrator	01/2020	2080.00	=	N	0	0	1	\$62,400	\$71,200	\$80,000	\$67,496	\$67,496	\$71,200	\$66,393
BRECKENRIDGE	Chief of Police	Assistant Town Manager	01/01/20	2080.00	=	Y	27	3	1	\$100,700	\$125,900	\$151,100	\$135,040	\$135,040	\$135,040	\$0
BRIGHTON	Chief of Police	City Manager	03/2020	2080.00	=	Y	0	0	1	\$133,622	\$158,371	\$183,120	\$180,924	\$180,924	\$180,924	\$0
BROOMFIELD	Chief of Police	Deputy City & County Manager	01/2020	2080.00	=	Y	193	10	1	\$144,976	\$170,612	\$196,248	\$175,157	\$175,157	\$175,157	\$0
BRUSH	Chief of Police	City Administrator	01/2020	2080.00	=	N	13	0	1	\$75,853	\$96,655	\$117,457	\$75,853	\$75,853	\$75,853	\$0
BUENA VISTA	POLICE CHIEF		01/2020	2080.00	=	Y	0	0	1	\$79,044	\$94,216	\$109,388	\$98,264	\$98,264	\$98,264	\$0
BURLINGTON	Police Chief	City Administrator	01/2020	2080.00	<	Y	10	0	1	\$63,770	\$74,929	\$86,089	\$64,669	\$64,669	\$64,669	\$64,669
CANON CITY	Chief of Police	City Administrator	01/2019	2080.00	=	Y	49	2	1	\$94,373	\$111,026	\$127,679	\$110,420	\$110,420	\$110,420	\$0
CARBONDALE	POLICE CHIEF	TOWN MANAGER	01/2020	2080.00	=	Y	16	16	1	\$99,931	\$124,967	\$150,004	\$118,248	\$118,248	\$118,248	\$124,968
CASTLE ROCK	POLICE CHIEF	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
CEDAREDGE	Police Chief	Town Administrator	01/2020	2080.00	=	N	5	0	1	\$51,460	\$65,943	\$80,426	\$65,075	\$65,075	\$65,075	\$0
CENTRAL CITY	Police Chief	City Manager	01/2020	2080.00	=	Y	8	0	1	\$79,836	\$94,950	\$110,063	\$83,029	\$114,466	\$95,213	\$0
CHERRY HILLS VILLAGE	Chief of Police	City Manager	01/2020	2080.00	=	Y	28	1	1	\$114,615	\$141,000	\$167,384	\$159,678	\$159,678	\$159,678	\$0
COLORADO SPRINGS	Police Chief	City Manager	02/2020	2080.00	=	Y	936	8	1	\$161,213	\$193,824	\$226,434	\$194,000	\$194,000	\$194,000	\$0
COMMERCE CITY	Chief of Police	City Manager	01/2020	2080.00	=	Y	129	4	1	\$124,570	\$168,170	\$211,769	\$179,940	\$179,940	\$179,940	\$0
CORTEZ	Chief of Police	City Manager	01/2020	2080.00	=	Y	47	0	1	\$78,395	\$99,996	\$121,597	\$100,609	\$100,609	\$100,609	\$0
CRESTED BUTTE	Chief Marshal	Town Manager	01/2020	2080.00	=	Y	7	7	1	\$96,333	\$110,783	\$125,233	\$106,374	\$106,374	\$106,374	\$0
CRIPPLE CREEK	Police Chief	City Administrator	01/2020	2080.00	=	Y	24	5	1	\$79,462	\$93,484	\$107,507	\$97,515	\$97,515	\$97,515	\$0
DACONO	POLICE CHIEF OR SHERIFF	City Administrator	01/2020	2080.00	=	Y	12	4	1	\$104,133	\$132,767	\$161,401	\$124,574	\$124,574	\$124,574	\$0
DELTA	Police Chief	City Manager	01/2020	2080.00	=	Y	20	0	1	\$0	\$0	\$0	\$117,735	\$117,735	\$117,735	\$0
DELTA COUNTY	Sheriff		01/2020	2080.00	=	N	0	0	1	\$96,821	\$96,821	\$96,821	\$96,821	\$96,821	\$96,821	\$96,821
DENVER	Chief of Police		03/2020	2080.00	=	Y	0	0	1	\$221,251	\$221,251	\$221,251	\$228,441	\$228,441	\$228,441	\$228,441
DILLON	Police Chief	Town Manager	01/2020	2080.00	=	N	0	3	1	\$106,293	\$127,552	\$148,811	\$121,967	\$121,967	\$121,967	\$0
DURANGO	Chief of Police	City Manager	01/2020	2080.00	=	Y	55	5	1	\$127,347	\$152,816	\$178,286	\$131,325	\$131,325	\$131,325	\$0
EATON	Police Chief	Town Manager	01/2020	2080.00	=	N	8	0	1	\$0	\$0	\$0	\$100,243	\$100,243	\$100,243	\$0
ENGLEWOOD	Police Chief	City Manager	01/2019	2080.00	=	Y	0	0	1	\$116,707	\$148,809	\$180,912	\$125,935	\$125,935	\$125,935	\$0
ERIE	Chief of Police	Town Administrator	02/2020	2080.00	=	Y	25	2	1	\$134,325	\$161,454	\$188,582	\$164,000	\$164,000	\$164,000	\$0
ESTES PARK	Police Chief	Town Administrator	01/2020	2080.00	=	Y	35	3	1	\$113,679	\$139,257	\$164,836	\$149,297	\$149,297	\$149,297	\$0
EVANS	Police Chief	City Manager	01/2020	2080.00	=	Y	35	2	1	\$125,866	\$157,384	\$188,902	\$137,681	\$137,681	\$137,681	\$0
FEDERAL HEIGHTS	POLICE CHIEF	City Manager	01/2020	2080.00	=	Y	35	2	1	\$104,253	\$130,316	\$156,379	\$135,158	\$135,158	\$135,158	\$0
FIRESTONE	Police Chief	Town Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$144,826	\$144,826	\$144,826	\$144,826
FLORENCE	Police Chief	City Manager	01/2020	2080.00	=	Y	19	9	3	\$76,887	\$83,010	\$89,132	\$62,708	\$62,708	\$62,708	\$62,708
FORT COLLINS	Chief Of Police	City Manager	01/2020	2080.00	=	Y	0	0	1	\$129,964	\$173,285	\$216,606	\$203,693	\$203,693	\$203,693	\$197,760
FORT LUPTON	Police Chief	City Administrator	02/2020	2080.00	=	Y	16	5	1	\$95,000	\$118,750	\$142,500	\$110,240	\$110,240	\$110,240	\$0
FORT MORGAN	Police Chief	City Manager	3/2020	2080.00	=	Y	29	2	1	\$97,300	\$124,000	\$150,700	\$124,238	\$124,238	\$124,238	\$0
FOUNTAIN	PUBLIC SAFETY DIRECTOR/POLICE CHIEF	City Manager	02/2020	2080.00	=	N	100	2	1	\$121,884	\$134,682	\$147,479	\$124,322	\$150,429	\$136,753	\$0
FREDERICK	Police Chief	Town Manager	01/2020	2080.00	=	Y	19	1	1	\$110,000	\$134,200	\$158,400	\$123,913	\$123,913	\$123,913	\$0
FRISCO	Police Chief	Town Manager	01/2020	2080.00	=	Y	15	3	1	\$101,007	\$131,309	\$161,611	\$142,100	\$142,100	\$142,100	\$0
FRUITA	Police Chief	City Manager	01/2020	2080.00	=	Y	16	1	1	\$94,268	\$102,586	\$110,903	\$94,855	\$94,855	\$94,855	\$0
GEORGETOWN	POLICE MARSHAL	BOARD OF SELECTMEN	01/2020	2080.00	<	Y	2	0	1	\$0	\$0	\$0	\$85,949	\$85,949	\$85,949	\$75,649
GLENDALE	Police Chief	City Manager	02/2020	2080.00	=	Y	42	5	1	\$123,600	\$139,050	\$154,500	\$133,600	\$133,600	\$133,600	\$0
GLENWOOD SPRINGS	Chief of Police	City Manager	01/2020	2080.00	=	Y	0	0	1	\$104,030	\$130,038	\$156,045	\$117,000	\$117,000	\$117,000	\$0
GOLDEN	Police Chief	City Manager	1/2020	2080.00	=	Y	60	3	1	\$132,200	\$165,300	\$198,400	\$176,500	\$176,500	\$176,500	\$0
GRANBY	Police Chief	Board	01/2020	2080.00	=	Y	9	8	1	\$81,792	\$99,542	\$117,291	\$99,001	\$99,001	\$0	\$0
GRAND JUNCTION	Police Chief	City Manager	01/2020	2080.00	=	Y	195	5	1	\$0	\$0	\$0	\$150,132	\$150,132	\$150,132	\$0
GREELEY	POLICE CHIEF	City Manager	01/2020	2080.00	=	Y	259	8	1	\$145,600	\$182,000	\$218,400	\$163,925	\$163,925	\$163,925	\$0

GREENWOOD VILLAGE	Police Chief	City Manager	01/2020	2080.00	=	Y	0	5	1	\$118,973	\$146,423	\$173,873	\$153,296	\$153,296	\$153,296	\$0
GUNNISON	Police Chief	City Manager	01/2020	2080.00	=	Y	28	4	1	\$101,800	\$119,600	\$137,400	\$137,400	\$137,400	\$137,400	\$0
GUNNISON COUNTY	COUNTY SHERIFF		01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$79,846	\$79,846	\$79,846	\$0
HAXTUN	Police Chief	Council, Mayor	01/2020	2080.00	=	N	2	0	1	\$0	\$0	\$0	\$61,109	\$61,109	\$61,109	\$0
HAYDEN	Police Chief	Town Manager	01/2020	2080.00	<	Y	5	5	1	\$0	\$0	\$0	\$93,183	\$93,183	\$93,183	\$0
HOTCHKISS	Town Marshal	Board of Trustees	01/2020	2080.00	=	N	2	0	1	\$57,132	\$67,129	\$77,126	\$67,570	\$67,570	\$67,570	\$0
IDAHO SPRINGS	POLICE CHIEF		01/2020	2080.00	=	N	0	0	1	\$93,707	\$114,406	\$135,104	\$95,493	\$95,493	\$95,493	\$0
IGNACIO	Chief of Police		01/2019	2080.00	=	N	0	6	1	\$64,200	\$75,978	\$87,755	\$90,305	\$90,305	\$90,305	\$0
KERSEY	POLICE CHIEF	Town Manager	01/2020	2080.00	=	Y	8	0	1	\$73,250	\$79,290	\$85,330	\$0	\$0	\$0	\$0
KREMMLING	Police Chief		01/2019	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$82,792	\$82,792	\$82,792	\$82,792
LA JUNTA	Police Chief		01/2020	2080.00	=	Y			1	\$66,127	\$73,256	\$80,385	\$66,150	\$66,150	\$66,150	\$0
LAFAYETTE	Police Chief	City Administrator	01/2020	2080.00	=	Y	53	2	1	\$125,000	\$156,250	\$187,500	\$172,307	\$172,307	\$172,307	\$0
LAKEWOOD	Chief Of Police		01/2020	2080.00	=	Y	395	6	1	\$109,886	\$151,809	\$193,731	\$183,123	\$183,123	\$183,123	\$0
LAMAR	Police Chief	City Administrator	01/2020	2080.00	=	Y	34	5	1	\$76,998	\$93,841	\$110,684	\$77,747	\$77,747	\$77,747	\$77,747
LASALLE	Chief of Police	Board of Trustees	01/2020	2080.00	=	Y	5	5	1	\$0	\$0	\$0	\$96,720	\$96,720	\$96,720	\$0
LAVETA	Town Marshal	Board of Trustees	01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$42,448	\$42,448	\$42,448	\$0
LEADVILLE	POLICE CHIEF	MAYOR/COUNCIL	02/2020	2080.00	=	N	0	0	1	\$51,250	\$58,938	\$66,625	\$0	\$66,625	\$0	\$0
LONE TREE	Police Chief	City Manager	01/2020	2080.00	=	Y	52	3	1	\$120,800	\$154,000	\$187,200	\$143,959	\$0	\$0	\$0
LOUISVILLE	Chief of Police	City Manager	02/2020	2080.00	=	Y	38	2	1	\$120,723	\$150,159	\$179,595	\$179,587	\$179,587	\$179,587	\$0
LOVELAND	Chief of Police	City Manager	01/2020	2080.00	=	Y	0	5	1	\$127,200	\$165,300	\$203,400	\$186,804	\$186,804	\$186,804	\$0
MANCOS	Town Marshal		01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$63,860	\$63,860	\$63,860	\$0
MANITOU SPRINGS	Police Chief	City Administrator	01/2020	2080.00	=	N	0	0	1	\$89,008	\$106,810	\$124,611	\$97,908	\$115,710	\$0	\$706,809
MEAD	Police Chief		1/2020	2080.00	=	N	0	0	1	\$104,100	\$130,100	\$156,100	\$0	\$0	\$120,100	\$0
MEEKER	Police Chief	Town Administrator	01/2020	2080.00	=	N	5	0	1	\$73,861	\$83,231	\$92,602	\$73,861	\$92,602	\$83,782	\$0
MONTE VISTA	POLICE CHIEF	City Manager	01/2020	2080.00	=	Y	17	4	1	\$86,880	\$106,560	\$126,240	\$82,023	\$82,023	\$82,023	\$0
MONTROSE	Police Chief	City Manager	01/2020	2080.00	=	Y	50	2	1	\$106,055	\$130,836	\$155,616	\$98,035	\$135,273	\$120,664	\$0
MONUMENT	Chief of Police	Town Manager	01/2019	2080.00	=	N	12	4	1	\$78,220	\$93,524	\$108,827	\$105,163	\$105,163	\$105,163	\$0
MORRISON	POLICE CHIEF	Town Administrator	1/1/2020	2080.00	=	Y	0	30	1	\$0	\$0	\$0	\$92,803	\$92,803	\$92,803	\$0
MOUNTAIN VILLAGE	Police Chief	Town Manager	01/2020	2080.00	=	N	0	0	1	\$87,144	\$102,396	\$117,649	\$113,344	\$113,344	\$113,344	\$0
MT. CRESTED BUTTE	Police Chief	Town Manager/Town Council	01/2020	2080.00	=	N	6	0	1	\$80,000	\$95,000	\$110,000	\$105,266	\$105,266	\$105,266	\$0
NEW CASTLE	Police Chief	Town Administrator	01/2020	2080.00	=	Y	9	0	1	\$0	\$0	\$0	\$94,061	\$94,061	\$94,061	\$0
NORTHGLENN	Chief of Police	City Manager	01/2020	2080.00	=	Y	60	7	1	\$129,700	\$162,150	\$194,600	\$161,699	\$161,699	\$161,699	\$0
OURAY	Police Chief	City Administrator	01/2020	2080.00	=	Y	4	4	1	\$94,859	\$113,831	\$132,802	\$94,859	\$94,859	\$94,859	\$0
PAGOSA SPRINGS	Police Chief	Town Manager	01/2020	2080.00	=	Y	8	0	1	\$77,799	\$93,294	\$108,789	\$80,965	\$80,965	\$80,965	\$0
PALISADE	POLICE CHIEF	Town Administrator	01/2019	2080.00	=	Y	7	0	1	\$65,434	\$72,580	\$79,726	\$65,434	\$79,726	\$77,780	\$0
PAONIA	POLICE CHIEF	BOARD OF TRUSTEES	01/2020	2080.00	=	N	4	4	1	\$61,922	\$72,738	\$83,554	\$62,400	\$62,400	\$62,400	\$0
PARACHUTE	Police Chief	Town Administrator	01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$83,050	\$83,050	\$83,050	\$0
PARKER	Police Chief		01/2019	2080.00	=	N	0	0	1	\$116,200	\$154,000	\$191,800	\$161,909	\$161,909	\$161,909	\$0
PLATTEVILLE	Police Chief	Town Manager	01/2020	2080.00	=	N	8	8	1	\$0	\$0	\$0	\$75,111	\$75,111	\$75,111	\$0
PUEBLO	POLICE CHIEF	MAYOR	01/2020	2085.00	=	Y	299	3	1	\$120,713	\$134,876	\$149,040	\$144,028	\$144,028	\$144,028	\$0
RANGELY	POLICE CHIEF		01/2020	2080.00	=	N	0	0	1	\$66,300	\$71,400	\$76,500	\$66,300	\$76,500	\$72,228	\$0
RIDGWAY	Marshal	Town Manager	01/2020	2080.00	=	Y	3	2	1	\$0	\$0	\$0	\$66,840	\$93,575	\$75,449	\$80,208
RIFLE	Chief of Police		01/2020	2080.00	=	Y			1	\$90,825	\$113,610	\$136,395	\$99,364	\$99,364	\$99,364	\$99,364
ROCKY FORD	POLICE CHIEF	City Manager	01/2020	2080.00	=	Y	13	3	1	\$47,840	\$61,664	\$75,488	\$47,840	\$47,840	\$47,840	\$0
SALIDA	POLICE CHIEF	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	0	0	1	\$73,355	\$91,694	\$110,032	\$107,414	\$107,414	\$107,414	\$107,414
SEVERANCE	Police Chief	Town Administrator	01/2020	2080.00	=	Y	6	0	1	\$0	\$0	\$0	\$90,000	\$95,000	\$95,000	\$0
SHERIDAN	Police Chief		01/2020	0.00	=	Y	0	0	1	\$123,300	\$160,288	\$197,276	\$138,612	\$138,612	\$138,612	\$0
SILT	Police Chief	Town Administrator	01/2020	2080.00	=	Y	6	0	1	\$56,500	\$68,250	\$80,000	\$78,280	\$78,280	\$78,280	\$0
SILVERTHORNE	Public Safety Director	Town Manager	01/2020	2080.00	=	Y	21	6	1	\$110,917	\$129,403	\$147,890	\$126,358	\$126,358	\$126,358	\$0
SNOWMASS VILLAGE	POLICE CHIEF / COUNTY SHERIFF		07/2019	2080.00	=	N			0	\$95,677	\$114,812	\$133,947	\$122,907	\$122,907	\$122,907	\$0
SOUTH FORK	Police Chief	Town Manager	01/2020	2080.00	=	Y	5	5	1	\$51,000	\$56,100	\$61,200	\$53,550	\$53,550	\$53,550	\$0
SPRINGFIELD	POLICE CHIEF	Mayor & Board	01/2020	2080.00	=	N	3	0	1	\$50,000	\$55,000	\$60,000	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	Director of Public Safety (Now Police Chief)	City Manager	01/2019	2080.00	=	Y	36	3	1	\$105,176	\$128,840	\$152,505	\$152,505	\$152,505	\$0	\$0
STERLING	Police Chief	City Manager	01/2020	2080.00	=	Y	22	2	1	\$92,530	\$105,396	\$118,263	\$89,836	\$89,836	\$89,836	\$0
SUMMIT COUNTY	Sheriff (ELECTED OFFICIAL)	County Manager	07/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$117,430	\$117,430	\$117,430	\$0
TELLURIDE	Chief Marshal	Town Manager	03/2020	2080.00	=	Y	0	0	1	\$103,123	\$112,524	\$121,926	\$120,000	\$120,000	\$120,000	\$0
THORNTON	Police Chief	City Manager	01/2020	2080.00	=	Y	0	3	1	\$145,133	\$168,354	\$191,575	\$191,575	\$191,575	\$191,575	\$0
TRINIDAD	Police Chief	City Manager	01/2020	2080.00	=	N	19	19	1	\$0	\$0	\$0	\$78,396	\$78,396	\$78,396	\$0
VAIL	Police Chief		01/2020	2080.00	=	Y	0	0	1	\$109,614	\$137,017	\$164,420	\$150,372	\$150,372	\$150,372	\$0
WESTMINSTER	Police Chief	City Manager	01/2020	2085.00	=	Y	0	4	1	\$153,376	\$172,548	\$191,720	\$191,720	\$191,720	\$191,720	\$191,720
WHEAT RIDGE	Chief of Police	City Manager	01/2020	2080.00	=	Y	101	4	1	\$128,500	\$163,800	\$199,100	\$172,166	\$172,166	\$172,166	\$0
WINDSOR	Chief of Police	Town Manager	02/2020	2080.00	=	Y	30	7	1	\$108,800	\$136,000	\$163,200	\$129,433	\$129,433	\$129,433	\$0
WINTER PARK	Police Chief	Town Manager	01/2020	2080.00	=	Y	10	4	1	\$120,100	\$150,175	\$180,250	\$137,696	\$137,696	\$137,696	\$0
WOODLAND PARK	POLICE CHIEF	CITY MANAGER	01/2020	2080.00	=	Y	27	6	1	\$99,145	\$118,998	\$138,852	\$99,154	\$99,154	\$99,154	\$0
YUMA	Police Chief	City Council	01/2020	2080.00	=	Y	8	3	1	\$58,500	\$64,000	\$69,500	\$68,680	\$68,680	\$68,680	\$0

**Average** **\$100,890** **\$121,630** **\$142,369** **\$117,054** **\$118,030** **\$117,696** **\$147,316**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Police Commander	Deputy Chief of Police	01/2020	2080.00	=	Y	0	5	8	\$128,427	\$134,382	\$140,336	\$128,427	\$140,336	\$134,863	\$0
AURORA	Police Commander (1268)	Division Chief	01/2020	2080.00	=	Y	0	5	4	\$138,905	\$144,744	\$150,583	\$150,583	\$150,583	\$150,583	\$0
BLACK HAWK	Police Commander	Police Chief	01/2020	2080.00	=	N	32	4	2	\$115,704	\$133,060	\$150,415	\$0	\$0	\$0	\$0
BRIGHTON	Commander	Police Chief	03/2020	2080.00	=	N	0	0	6	\$108,711	\$128,822	\$148,934	\$121,984	\$136,598	\$133,320	\$0
BROOMFIELD	Police Commander	Deputy Chief of Police	01/2020	2080.00	=	Y	0	0	7	\$118,248	\$126,672	\$135,096	\$123,864	\$135,096	\$129,480	\$0
CANON CITY	Police Commander	Chief of Police	01/2019	2080.00	=	N	0	0	2	\$66,790	\$78,576	\$90,362	\$71,684	\$76,960	\$74,322	\$0
CHERRY HILLS VILLAGE	Police Commander		01/2020	2080.00	=	Y	23	6	1	\$110,393	\$121,640	\$132,887	\$132,887	\$132,887	\$132,887	\$0
COLORADO SPRINGS	Police Commander	Deputy Police Chief	02/2020	2080.00	=	Y	150	5	9	\$139,021	\$139,021	\$139,021	\$139,021	\$139,021	\$139,021	\$0
COMMERCE CITY	Police Commander	Deputy Police Chief	01/2020	2080.00	=	Y	0	0	6	\$96,245	\$129,930	\$163,616	\$127,588	\$129,930	\$128,759	\$0
DELTA	Police Commander	Chief of Police	01/2020	2080.00	=	Y	18	0	1	\$68,896	\$80,124	\$91,351	\$82,697	\$82,697	\$82,697	\$0
DENVER	Commander	Police Chife	03/2020	2080.00	=	Y	0	0	12	\$164,594	\$164,594	\$164,594	\$169,943	\$169,943	\$169,943	\$169,943
DURANGO	Police Commander		01/2020	2080.00	=	Y	60	10	3	\$91,902	\$112,580	\$133,258	\$91,902	\$106,446	\$99,174	\$97,617
ENGLEWOOD	Commander	Deputy Police Chief	01/2019	2080.00	=	Y	0	0	3	\$98,087	\$122,609	\$147,130	\$100,186	\$104,713	\$102,607	\$0
ERIE	Police Commander	Chief of Police	02/2020	2080.00	=	N	0	0	1	\$92,701	\$111,423	\$130,145	\$114,048	\$114,048	\$114,048	\$0
ESTES PARK	Police Captain	Police Chief	01/2020	2080.00	=	Y	14	14	2	\$94,383	\$115,619	\$136,855	\$115,846	\$128,649	\$122,248	\$0
EVANS	Police Commander	Police Chief	01/2020	2080.00	=	N	0	0	2	\$102,794	\$128,544	\$154,294	\$119,196	\$123,121	\$121,159	\$121,159
FIRESTONE	Patrol Commander	Police Chief	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$108,086	\$151,323	\$116,898	\$116,898
FORT MORGAN	POLICE COMMANDER	Public Safety Director	3/2020	2210.00		N	0	0	2	\$73,500	\$88,150	\$102,800	\$77,976	\$81,928	\$79,952	\$0
FOUNTAIN	POLICE COMMANDER		02/2020	2080.00	=	N	5	0	1	\$95,493	\$105,425	\$115,357	\$97,403	\$117,664	\$107,149	\$107,149
FREDERICK	Police Commander	Police Chief	01/2020	2080.00	=	Y	0	3	1	\$103,680	\$126,490	\$149,299	\$108,865	\$108,865	\$108,865	\$0
GRAND JUNCTION	Police Commander	Deputy Police Chief	01/2020	2080.00	=	Y	20	20	6	\$97,414	\$116,897	\$136,380	\$107,515	\$112,985	\$108,426	\$0
GREELEY	Commander		01/2020	2080.00					6	\$122,825	\$129,580	\$136,335	\$124,052	\$130,458	\$127,886	\$0
GREENWOOD VILLAGE			01/2020	2080.00	=	N	0	0	3	\$105,408	\$123,152	\$140,895	\$115,128	\$120,099	\$116,972	\$0
LAFAYETTE	Police Commander	Police Chief	01/2020	2080.00	=	Y	45	12	1	\$105,000	\$131,250	\$157,500	\$121,160	\$127,566	\$124,363	\$0
LAKEWOOD	Police Commander	Chief of Police	01/2020	2080.00	=	Y	0	0	10	\$116,542	\$128,190	\$139,838	\$119,974	\$129,563	\$121,801	\$0
LONE TREE	Commander		01/2020	2080.00	=	Y	47	9	3	\$98,800	\$126,000	\$153,200	\$118,795	\$130,226	\$125,000	\$0
LONGMONT	Police Commander		01/2020	2080.00	=	N	0	0	3	\$121,617	\$133,778	\$145,940	\$136,487	\$136,487	\$136,487	\$136,487
LOUISVILLE	Police Commander	Police Chief	02/2020	2080.00	=	Y	36	6	1	\$103,188	\$119,828	\$136,468	\$106,142	\$106,142	\$106,142	\$0
MONTROSE	Police Commander	Police Chief	01/2020	2080.00	=	Y	6	6	2	\$91,272	\$110,510	\$129,748	\$84,500	\$106,000	\$98,636	\$0
MONUMENT	Commander	Chief of Police	01/2019	2080.00		N			0	\$78,220	\$90,524	\$102,829	\$91,425	\$91,425	\$91,425	\$0
NORTHGLENN			01/2020	2080.00	=	N	0	0	4	\$103,800	\$129,750	\$155,700	\$109,865	\$130,104	\$119,548	\$0
SHERIDAN	Commander		01/2020	0.00		Y	0	0	2	\$95,000	\$121,150	\$147,301	\$82,335	\$119,181	\$100,758	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			2	\$95,615	\$117,128	\$138,641	\$114,737	\$117,017	\$0	\$0
STERLING	Police Commander	Police Chief	01/2020	2080.00	=	N	22	22	2	\$66,911	\$81,351	\$95,792	\$64,962	\$72,610	\$68,785	\$0
THORNTON	Police Commander	Deputy Police Chief	01/2020	2080.00	=	Y	0	0	10	\$103,477	\$120,033	\$136,589	\$124,353	\$136,589	\$131,469	\$0
VAIL	Police Commander	Deputy Police Chief	01/2020	2080.00	=	Y	0	0	2	\$93,760	\$110,168	\$126,577	\$119,028	\$121,658	\$120,343	\$0
WESTMINSTER	Police Commander		01/2020	2085.00	=	Y	25	3	8	\$111,510	\$125,448	\$139,387	\$124,290	\$139,387	\$135,838	\$139,387
WHEAT RIDGE	Police Commander	Chief of Police	01/2020	2080.00	=	Y	0	3	3	\$96,100	\$122,500	\$148,900	\$124,579	\$133,897	\$129,577	\$0
WINDSOR	Police Commander		02/2020	2080.00	=	N	0	0	4	\$94,400	\$118,000	\$141,600	\$106,019	\$106,310	\$106,150	\$0
WINTER PARK	Police Commander	Police Chief	01/2020	2080.00	=	N	2	2	1	\$79,600	\$99,500	\$119,400	\$96,325	\$96,325	\$96,325	\$0
Average										\$102,280	\$119,158	\$136,035	\$112,150	\$120,380	\$116,155	\$126,949

**Job # B095 - POLICE COMMUNITY SERVICES OFFICER**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRECKENRIDGE	Community Service Officer	Sergeant	01/01/20	2080.00	=	N	0	0	2	\$41,700	\$50,245	\$58,790	\$43,784	\$50,960	\$47,372	\$0
BRUSH	Community Services Officer	Police Chief	01/2020	2080.00	=	N	0	0	1	\$31,400	\$37,658	\$43,917	\$33,333	\$33,333	\$33,333	\$0
COLORADO SPRINGS	Community Service Officer	Police Sergeant	02/2020	2080.00	=	N	0	0	4	\$47,919	\$57,612	\$67,305	\$47,919	\$53,203	\$51,412	\$0
COMMERCE CITY	Community Service Officer	Police Commander	01/2020	2080.00	=	N	0	0	3	\$46,671	\$56,136	\$65,600	\$57,381	\$65,600	\$61,444	\$0
CORTEZ	Community Services Officer	Patrol Lieutenant	01/2020	2080.00	=	N	0	0	1	\$32,406	\$40,445	\$48,484	\$46,467	\$46,467	\$46,467	\$0
DURANGO	Police Services Technician	Police Sergeant	01/2020	2080.00	=	N	0	0	2	\$46,364	\$55,636	\$64,909	\$46,364	\$46,364	\$46,364	\$0
EATON	Community Service Officer	Police Chief	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$53,760	\$53,760	\$53,760	\$0
FEDERAL HEIGHTS	COMMUNITY RESOURCE OFFICER	Commander	01/2020	2184.00		N	0	0	1	\$73,330	\$90,610	\$107,890	\$107,890	\$107,890	\$107,890	\$0
FORT COLLINS	Community Service Officer	Community Service Officer Superviosr	01/2020	2080.00	=	N	0	0	8	\$56,306	\$66,470	\$76,635	\$70,928	\$76,635	\$75,922	\$74,015
FORT LUPTON	Community Liaison Officer		02/2020	2080.00	=	N	0	0	1	\$37,440	\$46,800	\$56,160	\$52,416	\$52,416	\$52,416	\$0
FORT MORGAN	Community Service Officer	Lieutenant	3/2020	2210.00	=	N	0	0	2	\$56,731	\$66,665	\$76,599	\$64,283	\$66,388	\$65,336	\$0
FRISCO	Community Services Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	1	\$45,040	\$51,796	\$58,552	\$43,274	\$43,274	\$43,274	\$0
GRAND JUNCTION	Police Services Technician	Police Sergeant	01/2020	2080.00	=	N	0	0	10	\$49,201	\$59,041	\$68,881	\$52,977	\$61,443	\$59,424	\$0
LAKEWOOD	Police Community Serv Officer		01/2020	2080.00		N			9	\$50,794	\$60,934	\$71,074	\$58,115	\$61,859	\$58,688	\$0
LONGMONT	Community Service Officer - Field Investigator	Police Sgt	01/2020	2080.00	=	N	0	0	4	\$51,993	\$56,904	\$61,814	\$59,187	\$59,336	\$59,224	\$59,187
LOVELAND	Community Service Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	4	\$48,157	\$55,978	\$63,800	\$49,600	\$63,800	\$53,150	\$0
MANITOU SPRINGS	POLICE COMMUNITY SERVICE OFFICER		01/2020	2080.00	=	N	0	0	1	\$44,490	\$53,388	\$62,286	\$48,939	\$57,837	\$0	\$53,388

MONUMENT			01/2019	2080.00	=	N			0	\$52,000	\$62,391	\$72,782	\$70,751	\$70,751	\$70,751	\$0
STEAMBOAT SPRINGS	Community Service Officer	Community Service Supervisor	01/2019	2080.00	=	N	0	0	1	\$39,638	\$46,575	\$53,512	\$42,919	\$42,919	\$0	\$0
WINDSOR	Community Service Officer	Chief of Police	02/2020	2080.00	=	N	0	0	4	\$45,000	\$54,000	\$63,000	\$45,000	\$54,201	\$49,025	\$0
Average										\$47,188	\$56,278	\$65,368	\$54,764	\$58,422	\$57,514	\$62,197

#### Job # S21 - POLICE CORPORAL

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Police Officer		01/2020	2080.00	=	N	0	0	4	\$45,551	\$55,792	\$66,034	\$50,440	\$56,992	\$53,324	\$52,540
BASALT	Corporal	Police Lieutenant	01/2020	2080.00	=	N	0	0	2	\$76,124	\$93,130	\$110,137	\$85,639	\$85,888	\$85,763	\$85,763
CANON CITY	Police Corporal	Commander	01/2019	2080.00	=	N	0	0	1	\$50,904	\$59,886	\$68,869	\$52,431	\$52,431	\$52,431	\$0
CRIPPLE CREEK			01/2020	0.00		N			1	\$48,783	\$57,392	\$66,000	\$51,141	\$51,141	\$51,141	\$0
DURANGO	Police Corporal	Sergeant	01/2020	2080.00	=	N	0	0	9	\$60,588	\$72,706	\$84,823	\$61,423	\$73,270	\$67,347	\$0
FEDERAL HEIGHTS	Police Officer III -Corporal	Police Sergeant	01/2020	2184.00	=	N	0	0	6	\$64,010	\$77,898	\$91,785	\$72,159	\$89,850	\$80,673	\$0
FIRESTONE	Police Officer III	Patrol Sergeant	01/2020	2080.00	=	N	0	0	7	\$0	\$0	\$0	\$76,987	\$91,520	\$75,085	\$79,712
FORT COLLINS	Police Corporal		01/2020	2080.00	=	N	0	0	18	\$100,245	\$101,650	\$103,055	\$100,246	\$103,055	\$101,807	\$99,527
FORT MORGAN	POLICE OFFICER / DEPUTY SHERIFF III		3/2020	2210.00		N	0	0	4	\$57,372	\$67,472	\$77,571	\$65,198	\$66,141	\$65,550	\$0
GRANBY	POLICE OFFICER / DEPUTY SHERIFF III		01/2019	2080.00		N			0	\$52,514	\$61,816	\$71,118	\$0	\$0	\$0	\$0
GRAND JUNCTION	Police Corporal	Police Sergeant	01/2020	2080.00	=	N	0	0	7	\$66,293	\$79,552	\$92,811	\$76,876	\$80,766	\$79,655	\$0
LA JUNTA	Police Corporal		01/2020	2080.00	=	N	0	0	0	\$42,637	\$47,231	\$51,824	\$0	\$0	\$0	\$0
LAFAYETTE	Corporal	Sergeant	01/2020	2080.00	=	N	5	0	7	\$90,129	\$94,985	\$99,841	\$89,107	\$101,296	\$96,803	\$0
LONE TREE	Corporal	Sergeant	01/2020	2080.00	=	N	0	0	8	\$92,000	\$93,500	\$95,000	\$89,502	\$94,993	\$94,307	\$0
LOUISVILLE	Police Officer		02/2020	2080.00	=	N	0	0	0	\$85,300	\$87,432	\$89,564	\$85,300	\$89,564	\$87,432	\$0
MONTE VISTA	POLICE OFFICER	Corporal	01/2020	2080.00	=	N	0	0	1	\$37,560	\$45,120	\$52,680	\$35,942	\$42,785	\$37,582	\$0
MONUMENT	Police Corporal	Chief of Police	01/2019	2080.00	=	N	4	0	1	\$53,400	\$65,007	\$76,614	\$71,250	\$75,155	\$73,203	\$0
PAGOSA SPRINGS	Senior Police Officer		01/2020	2080.00		N	0	0	0	\$47,625	\$56,477	\$65,329	\$0	\$0	\$0	\$0
PALISADE	Police Corporal	Police Chief	01/2019	2080.00	=	N	3	0	1	\$52,270	\$57,978	\$63,686	\$52,270	\$63,686	\$56,288	\$0
PUEBLO	POLICE CORPORAL	POLICE SERGEANT	01/2020	2085.00	=	N	0	0	55	\$76,424	\$77,553	\$78,682	\$46,424	\$78,682	\$77,757	\$0
STERLING	Police Corporal	Police Sergeant	01/2020	2229.00	=	N	3	3	4	\$53,392	\$64,033	\$74,673	\$51,595	\$53,791	\$52,683	\$0
WOODLAND PARK	MASTER POLICE OFFICER/CORPORAL	POLICE CHIEF/POLICE DEPUTY CHIEF	01/2020	2080.00	=	N	0	0	2	\$57,002	\$67,112	\$77,221	\$57,002	\$57,002	\$57,002	\$0
Average										\$62,387	\$70,653	\$78,920	\$66,891	\$74,106	\$70,833	\$79,386

#### Job # B092 - POLICE DEPUTY CHIEF

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Deputy Police Chief	Chief of Police	01/2020	2080.00	=	Y	0	6	2	\$154,341	\$157,459	\$160,577	\$157,428	\$160,577	\$159,003	\$0
ASPEN	Assistant Police Chief	Police Chief	01/2019	2080.00	=	N	0	0	2	\$93,307	\$115,742	\$138,176	\$117,873	\$123,219	\$120,546	\$0
AURORA	Deputy Police Chief (1258)	Police Chief	01/2020	2080.00	=	Y	43	4	1	\$167,273	\$173,911	\$180,549	\$180,549	\$180,549	\$180,549	\$0
AVON	DEPUTY CHIEF OF POLICE	Police Chief	01/2020	2080.00	=	Y	18	1	1	\$91,287	\$113,673	\$136,059	\$124,866	\$124,866	\$124,866	\$0
BRECKENRIDGE	Assistant Chief of Police	Police - Chief of Police	01/01/20	2080.00	=	Y	18	4	1	\$90,800	\$113,500	\$136,200	\$110,000	\$110,000	\$110,000	\$0
BROOMFIELD	Deputy Chief of Police	Chief of Police	01/2020	2080.00	=	Y	0	0	2	\$140,504	\$149,136	\$157,768	\$146,328	\$157,768	\$152,048	\$0
COLORADO SPRINGS	Deputy Police Chief	Police Chief	02/2020	2080.00	=	Y	450	9	3	\$134,692	\$161,938	\$189,184	\$152,922	\$164,281	\$157,784	\$0
COMMERCE CITY	Deputy Police Chief	Police Chief	01/2020	2080.00	=	Y	0	0	2	\$107,015	\$144,470	\$181,925	\$148,648	\$148,648	\$148,648	\$0
CRESTED BUTTE	Assistant Chief Marshal	Chief Marshal	01/2020	2080.00	<	N	0	0	1	\$70,116	\$81,286	\$92,457	\$87,499	\$87,499	\$87,499	\$0
DENVER	Deputy Chief		03/2020	2080.00	=	Y	0	0	2	\$173,376	\$173,376	\$173,376	\$179,010	\$196,288	\$187,649	\$187,649
ENGLEWOOD	Deputy Police Chief	Police Chief	01/2019	2080.00	=	Y	0	0	1	\$107,143	\$136,650	\$166,158	\$115,692	\$115,692	\$115,692	\$0
ERIE	Deputy Chief of Police	Chief of Police	02/2020	2080.00	=	N	0	0	1	\$99,654	\$119,780	\$139,905	\$122,958	\$122,958	\$122,958	\$0
FORT COLLINS	Police Deputy Chief		01/2020	2080.00	=	Y	0	0	1	\$111,556	\$148,742	\$185,927	\$176,178	\$176,178	\$176,178	\$166,206
GRAND JUNCTION	Deputy Police Chief	Police Chief	01/2020	2080.00	=	Y	0	6	2	\$107,597	\$128,980	\$150,363	\$121,742	\$124,779	\$123,260	\$0
GUNNISON COUNTY	UNDERSHERIFF	SHERIFF	01/2020	2080.00	=	Y	0	0	1	\$66,435	\$80,204	\$93,973	\$82,918	\$82,918	\$82,918	\$0
LAFAYETTE	DEPUTY POLICE CHIEF	POLICE CHIEF	01/2020	2080.00	=	Y	8	0	0	\$110,000	\$137,500	\$165,000	\$148,658	\$148,658	\$148,658	\$0
LONGMONT	Deputy Public Safety Chief	Public Safety Chief	01/2020	2080.00	=	Y	0	0	3	\$137,842	\$151,626	\$165,411	\$154,685	\$154,685	\$154,685	\$154,685
LOUISVILLE	DEPUTY POLICE CHIEF		02/2020	2080.00					1	\$116,077	\$134,790	\$153,504	\$139,713	\$139,713	\$139,713	\$0
MOUNTAIN VILLAGE	Deputy Police Chief	Police Chief	01/2020	2080.00	=	N	0	0	1	\$64,796	\$76,137	\$87,478	\$77,759	\$77,759	\$77,759	\$0
MT. CRESTED BUTTE	Police Sergeant	Police Chief	01/2020	2080.00	=	N	5	0	1	\$60,000	\$67,500	\$75,000	\$74,345	\$74,345	\$74,345	\$0
PUEBLO	POLICE DEPUTY CHIEF	POLICE CHIEF	01/2020	2085.00	=	Y	190	8	2	\$99,420	\$110,584	\$121,749	\$121,749	\$121,749	\$121,749	\$0
THORNTON	Deputy Police Chief	Police Chief	01/2020	2080.00	=	Y	0	0	3	\$122,548	\$142,156	\$161,763	\$161,763	\$161,763	\$161,763	\$0
WESTMINSTER	Deputy Police Chief	Police Chief	01/2020	2085.00	=	Y	137	6	3	\$132,721	\$149,311	\$165,901	\$140,870	\$165,901	\$157,004	\$164,242
WHEAT RIDGE	DEPUTY POLICE CHIEF		01/2020	2080.00		N	0	0	2	\$111,000	\$141,545	\$172,090	\$122,511	\$130,262	\$126,386	\$0
WOODLAND PARK	COMMANDER	POLICE CHIEF	01/2020	2080.00	=	Y	26	9	2	\$81,850	\$98,293	\$114,736	\$81,851	\$81,851	\$81,851	\$0
										\$110,054	\$128,332	\$146,609	\$129,941	\$133,316	\$131,740	\$168,195

## Average

Job # B093 - POLICE LIEUTENANT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Police Lieutenant (8090)	Police Captain	01/2020	2080.00	=	Y	24	7	30	\$117,455	\$122,073	\$126,691	\$126,691	\$126,691	\$126,691	\$0
BASALT	Police Lieutenant	Chief of Police	01/2020	2080.00	=	N	0	0	1	\$88,003	\$107,768	\$127,532	\$119,340	\$119,340	\$119,340	\$119,340
BRUSH	POLICE LIEUTENANT	Police Chief	01/2020	2080.00	=	N	0	0	1	\$60,466	\$75,529	\$90,592	\$61,498	\$63,958	\$63,958	\$0
BUENA VISTA	Senior Patrol Officer	Chief	01/2020	2080.00	=	N	0	0	4	\$52,087	\$59,282	\$66,478	\$57,426	\$63,312	\$58,898	\$0
CARBONDALE	SENIOR SERGEANT	POLICE CHIEF	01/2020	2080.00	=	N	15	0	1	\$82,518	\$103,121	\$123,724	\$106,215	\$106,215	\$106,215	\$103,122
COLORADO SPRINGS	Police Lieutenant	Police Commander	02/2020	2080.00	=	Y	17	6	22	\$124,001	\$124,001	\$124,001	\$124,001	\$124,001	\$124,001	\$0
CORTEZ	Police Lieutenant	Chief of Police	01/2020	2080.00	=	Y	23	0	2	\$60,590	\$75,899	\$91,208	\$63,586	\$74,838	\$69,212	\$0
DELTA COUNTY	Lieutenant		01/2020	2080.00	=	N	0	0	1	\$59,141	\$70,998	\$82,854	\$70,997	\$70,997	\$70,997	\$0
DENVER	Lieutenant		03/2020	2080.00	=	N	0	0	55	\$129,751	\$129,751	\$129,751	\$129,751	\$129,751	\$129,751	\$129,751
EATON			01/2020	2080.00	=	N			1	\$0	\$0	\$0	\$75,360	\$75,360	\$75,360	\$0
FEDERAL HEIGHTS	Commander	Police Chief	01/2020	2080.00	>	Y	20	20	2	\$85,478	\$106,903	\$128,328	\$108,763	\$111,301	\$110,032	\$0
FIRESTONE	POLICE LIEUTENANT	Patrol Sergeant	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$98,260	\$137,564	\$106,557	\$106,557
FLORENCE	Police Lieutenant	Chief of Police	01/2020	2080.00	=	Y	0	0	3	\$0	\$0	\$0	\$59,108	\$58,927	\$58,927	\$58,927
FORT COLLINS	Police Lieutenant	Police Assistant Chief	01/2020	2080.00	=	Y	0	0	12	\$128,833	\$134,336	\$139,838	\$128,833	\$139,838	\$138,921	\$134,949
FOUNTAIN	POLICE LIEUTENANT	DEPUTY POLICE CHIEF	02/2020	2080.00	=	N	25	25	4	\$82,496	\$91,158	\$99,820	\$84,146	\$101,816	\$92,560	\$0
FRUITA	Police Lieutenant	Police Chief	01/2020	2080.00	=	Y	6	6	1	\$74,290	\$80,845	\$87,400	\$78,660	\$78,660	\$78,660	\$0
GLENDALE	Lieutenant	Police Captain	2/2020	2080.00	=	Y	16	4	2	\$103,000	\$113,300	\$123,600	\$112,277	\$117,891	\$115,084	\$0
GLENWOOD SPRINGS	Police Lieutenant	Chief of Police	01/2020	2080.00	=	N	0	0	2	\$76,220	\$93,318	\$110,416	\$101,915	\$107,021	\$104,468	\$0
GUNNISON COUNTY	LIEUTENANT INVESTIGATOR	UNDERSHERIFF	01/2020	2080.00	=	Y	2	0	1	\$62,674	\$75,663	\$88,652	\$82,322	\$82,322	\$82,322	\$0
KERSEY	Police Lieutenant	Police Chief	01/2020	2080.00	=	N	0	0	0	\$55,973	\$60,588	\$65,204	\$0	\$0	\$0	\$0
LA JUNTA	POLICE / SHERIFF LIEUTENANT		01/2020	2080.00	=	N			0	\$54,416	\$60,271	\$66,127	\$0	\$0	\$0	\$0
LOVELAND	Police Lieutenant	POLICE CAPTAIN	01/2020	2080.00	=	Y	0	20	4	\$93,700	\$121,800	\$149,900	\$118,969	\$131,518	\$125,833	\$0
MANITOU SPRINGS	Police Lieutenant	Chief of Police	01/2020	2080.00	=	N	0	0	3	\$73,991	\$88,790	\$103,588	\$81,390	\$96,189	\$0	\$88,790
MEEKER	Police Lieutenant	Police Chief	01/2020	2080.00	=	N	4	0	1	\$58,427	\$66,695	\$74,963	\$58,427	\$74,963	\$67,246	\$0
MONTE VISTA	POLICE CORPORAL	Sergeant	01/2020	2080.00	=	N	0	0	0	\$45,480	\$54,600	\$63,720	\$44,720	\$45,760	\$45,240	\$0
MONUMENT	Police Lieutenant	Chief of Police	01/2019	0.00	=	N	11	11	0	\$71,400	\$80,626	\$89,853	\$0	\$0	\$0	\$0
PAGOSA SPRINGS	Lieutenant		01/2020	2080.00	=	N	0	0	1	\$58,463	\$69,652	\$80,842	\$60,608	\$60,608	\$60,608	\$0
PUEBLO	POLICE CAPTAIN	POLICE DEPUTY CHIEF	01/2020	2085.00	=	Y	32	4	8	\$86,756	\$96,507	\$106,258	\$106,258	\$106,258	\$106,258	\$0
RANGELY	POLICE LIEUTENANT		01/2020	2080.00	=	N	0	0	1	\$59,160	\$64,260	\$69,360	\$59,160	\$69,360	\$66,300	\$0
SALIDA		POLICE CHIEF	02/2020	2080.00	=	N	0	0	2	\$63,255	\$79,069	\$94,883	\$80,063	\$80,063	\$80,063	\$0
Average										\$78,075	\$89,141	\$100,207	\$88,842	\$94,612	\$91,673	\$105,919

Job # B094 / S22 - POLICE OFFICER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	POLICE PATROLMAN	POLICE SERGEANT	01/2020	2080.00	=	N	0	0	12	\$41,318	\$49,597	\$57,876	\$41,318	\$55,681	\$43,723	\$42,036
ARVADA	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	134	\$70,445	\$80,765	\$91,085	\$70,448	\$91,085	\$83,518	\$0
ASPEN	Police Officer I, II, III	Patrol Supervisor, Assistant Patrol Supervisor	01/2019	2080.00	=	N	0	0	19	\$58,123	\$74,422	\$90,721	\$63,044	\$88,940	\$71,714	\$0
AURORA	Patrol Officer IV - I (8020 - 8050)	Sergeant	01/2020	2080.00	=	N	0	0	423	\$56,984	\$74,485	\$91,986	\$56,984	\$91,986	\$83,498	\$0
AVON	POLICE OFFER	Police Sergeant	01/2020	2080.00	=	N	0	3	12	\$56,518	\$68,168	\$79,818	\$56,518	\$79,818	\$71,585	\$0
BASALT	Police Officer I/II	Corporal	01/2020	2080.00	=	N	0	0	6	\$65,051	\$79,644	\$94,238	\$66,491	\$84,446	\$73,185	\$73,185
BLACK HAWK	Police Officer I	Police Sergeant		0.00	=	N	0	0	0	\$67,260	\$77,348	\$87,437	\$0	\$0	\$0	\$0
BLANCA	Deputy Marshal	Marshal	01/2020	2080.00	=	N	0	0	1	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
BLUE RIVER	DEPUTY MARSHAL	TOWN MARSHAL	01/2020	2080.00	=	N	0	0	1	\$41,600	\$46,800	\$52,000	\$41,600	\$42,340	\$46,800	\$42,640
BRECKENRIDGE	Police Officer I & II	Sergeant	01/01/20	2080.00	=	N	0	0	14	\$54,200	\$72,200	\$90,200	\$54,205	\$84,510	\$66,705	\$0
BRIGHTON	Police Officer		03/2020	2080.00	=	N	0	0	54	\$60,299	\$74,274	\$88,248	\$60,299	\$88,248	\$74,274	\$0
BROOMFIELD	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	83	\$65,728	\$78,208	\$90,688	\$65,728	\$90,688	\$78,208	\$0
BRUSH	POLICE OFFICER	Police Chief	01/2020	2080.00	=	N	0	0	6	\$42,538	\$52,085	\$61,632	\$42,538	\$54,722	\$44,691	\$0
BUENA VISTA	Police Officer		01/2020	2080.00	=	N	0	0	4	\$49,608	\$56,460	\$63,312	\$52,087	\$54,692	\$53,372	\$0
BURLINGTON	Police Officer I, II, III	Police Chief	01/2020	2080.00	=	N	0	0	5	\$39,672	\$46,615	\$53,557	\$39,672	\$40,339	\$40,206	\$40,339
CANON CITY	Police Officer I, II		01/2017	2080.00	=	N	0	0	16	\$42,824	\$50,380	\$57,937	\$42,824	\$45,569	\$43,443	\$0
CARBONDALE	POLICE OFFICER	POLICE CHIEF	01/2020	2080.00	=	N	0	0	9	\$51,500	\$71,443	\$91,387	\$51,500	\$82,976	\$62,044	\$71,865
CASTLE ROCK	POLICE OFFICER	Police Corporal	01/2020	2080.00	=	N	0	0	54	\$67,704	\$79,560	\$91,416	\$0	\$0	\$0	\$0
CEDAREDGE	Police Officer I	Police Chief	01/2020	2236.00	=	N	0	0	4	\$30,033	\$37,988	\$45,943	\$38,438	\$44,138	\$41,044	\$0
CHERRY HILLS VILLAGE	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	17	\$62,904	\$76,325	\$89,746	\$82,924	\$89,746	\$85,833	\$0
COLORADO SPRINGS	Police Officer (4th-1st Class)	Police Sergeant	02/2020	2080.00	=	N	0	0	616	\$62,245	\$74,450	\$86,656	\$62,245	\$86,656	\$73,273	\$0
COMMERCE CITY	Police Officer	Sergeant	01/2020	2080.00	=	N	0	0	84	\$61,024	\$74,492	\$87,959	\$61,024	\$87,959	\$77,860	\$0
CORTEZ	Patrol Officer / Detective	Patrol Sergeant / Lieutenant	01/2020	2080.00	=	N	0	0	18	\$43,992	\$54,995	\$65,998	\$43,992	\$57,408	\$50,700	\$0
CRESTED BUTTE	Deputy Marshal	Chief Marshal	01/2020	2080.00	=	N	0	0	6	\$49,159	\$56,532	\$63,906	\$52,240	\$67,069	\$59,654	\$0
CRIPPLE CREEK	Patrol Officer	Sergeant	01/2020	2080.00	=	N	0	0	9	\$46,460	\$54,658	\$62,857	\$47,272	\$50,609	\$48,246	\$0

DACONO	POLICE OFFICER	Police Sergeant	01/2020	2080.00	=	N	0	0	7	\$56,650	\$66,283	\$75,916	\$61,862	\$68,202	\$65,463	\$0
DELTA	Police Officer	Chief and Sergeant	01/2020	2080.00	=	N	0	0	13	\$48,342	\$56,100	\$63,858	\$50,840	\$58,294	\$53,203	\$0
DELTA COUNTY	Deputy Sheriff		01/2020	2080.00	=	N	0	0	14	\$45,786	\$58,710	\$71,635	\$51,133	\$65,589	\$58,774	\$0
DILLON	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	6	\$57,381	\$68,857	\$80,334	\$60,460	\$81,890	\$71,972	\$0
DURANGO	Police Officer	Police Sergeants	01/2020	2080.00	=	N	0	0	27	\$55,080	\$66,096	\$77,112	\$55,080	\$75,195	\$65,138	\$0
EATON	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	5	\$0	\$0	\$0	\$47,520	\$53,760	\$51,522	\$0
ENGLEWOOD	Probationary Police Officer - Police Officer First Class	Police Sergeant	01/2019	2080.00	=	N	0	0	57	\$55,619	\$67,174	\$78,730	\$54,662	\$77,376	\$74,292	\$0
ERIE	Police Officer	Police Sergeant	02/2020	2080.00	=	N	0	0	18	\$57,262	\$74,574	\$91,886	\$57,262	\$88,337	\$64,680	\$0
ESTES PARK	Police Officer I/II/III	Police Sergeant or Master Police Officer	01/2020	2080.00	=	N	0	0	10	\$60,805	\$75,310	\$89,814	\$61,991	\$80,566	\$74,580	\$0
EVANS	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	0	\$60,255	\$72,615	\$84,975	\$60,266	\$87,988	\$76,619	\$76,619
FLORENCE	Police Officer/Investigator	Police Chief	01/2020	2080.00	=	N	0	0	3	\$36,722	\$39,646	\$42,570	\$40,295	\$40,295	\$40,295	\$40,295
FORT COLLINS	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	162	\$68,836	\$81,262	\$93,687	\$68,837	\$93,688	\$89,711	\$90,480
FORT LUPTON	Police Officer	Sergeant	02/2020	2080.00	=	N	0	0	13	\$54,080	\$64,896	\$75,712	\$54,080	\$61,422	\$57,928	\$0
FORT MORGAN	Police Officer 1-4, Detectives	Police Sgt	3/2020	2210.00	=	N	0	0	10	\$50,366	\$62,366	\$74,367	\$51,877	\$56,680	\$53,978	\$0
FREDERICK	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	13	\$63,196	\$73,942	\$84,689	\$63,196	\$84,689	\$77,499	\$0
FRISCO	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	8	\$55,731	\$66,776	\$77,822	\$54,616	\$57,892	\$56,543	\$0
FRUITA	Police Officer	Police Sergeant	01/2020	2080.00	<	N	5	5	11	\$50,340	\$54,782	\$59,224	\$50,340	\$61,880	\$54,929	\$0
GEORGETOWN	POLICE OFFICER	MARSHAL	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$49,275	\$49,275	\$49,275	\$49,275
GLENDALE	Police Officer/ Detective	Sergeant	02/2020	2080.00	=	N	0	0	19	\$58,136	\$74,819	\$91,502	\$58,136	\$88,920	\$67,922	\$61,799
GLENWOOD SPRINGS	Police Officer I	Police Chief	01/2020	2184.00	=	N	0	0	5	\$53,661	\$64,374	\$75,086	\$55,273	\$60,265	\$57,266	\$0
GOLDEN	Police Officer	Sergeants	1/2020	2080.00	=	N	0	0	35	\$62,250	\$75,075	\$87,900	\$62,250	\$87,900	\$80,828	\$0
GRANBY	Police Officer		01/2020	2080.00	=	N	0	0	5	\$46,761	\$56,134	\$65,507	\$53,996	\$65,105	\$0	\$0
GRAND JUNCTION	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	87	\$60,018	\$72,022	\$84,025	\$60,018	\$73,112	\$70,202	\$0
GREELEY	POLICE OFFICER	Police Sergeant	01/2020	2080.00	=	N	0	0	123	\$67,246	\$80,038	\$92,830	\$67,246	\$92,830	\$84,893	\$0
GREENWOOD VILLAGE	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	35	\$59,866	\$73,300	\$86,735	\$59,862	\$86,736	\$78,190	\$0
GUNNISON	Police Officer	Police Sergeant	01/2020	2080.00	>	N	0	0	11	\$53,600	\$63,000	\$72,400	\$53,600	\$72,400	\$65,635	\$0
GUNNISON COUNTY	PATROL DEPUTY	PATROL SERGEANT	01/2020	2080.00	=	N	0	0	8	\$53,132	\$64,144	\$75,156	\$53,132	\$60,489	\$57,783	\$0
HAXTUN	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$34,937	\$39,364	\$37,150	\$0
HAYDEN	POLICE OFFICER/DEPUTY SHERIFF (COMBINE LEVELS I, II, III)		01/2020	2080.00	=	N			3	\$51,201	\$58,239	\$65,277	\$53,660	\$56,818	\$54,880	\$0
HOTCHKISS	Deputy Marshal	Town Marsahl	01/2020	2080.00	=	N	0	0	4	\$38,668	\$45,435	\$52,202	\$43,521	\$47,140	\$45,330	\$0
IDAHO SPRINGS	PATROL OFFICER		01/2020	2080.00	=	N	0	0	4	\$51,592	\$61,742	\$71,893	\$49,754	\$53,830	\$52,561	\$0
IGNACIO	Police Officer		01/2019	2080.00	=	N	0	0	5	\$38,800	\$48,532	\$58,264	\$47,262	\$58,218	\$51,458	\$0
KERSEY	POLICE OFFICER FTE	Police Chief	01/2020	2080.00	=	N	0	0	2	\$48,991	\$53,030	\$57,070	\$0	\$0	\$0	\$0
KREMMLING	Police Officer		01/2019	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$54,518	\$54,518	\$54,518	\$54,518
LA JUNTA	Police Officer		01/2020	2080.00	=	N			7	\$35,065	\$38,851	\$42,637	\$36,430	\$38,340	\$37,927	\$0
LAFAYETTE	Police Officer	Corporal	01/2020	2080.00	=	N	0	0	23	\$57,800	\$71,716	\$85,633	\$55,890	\$86,673	\$77,274	\$0
LAKEWOOD	Police Agent		01/2020	2080.00	=	N	0	0	250	\$65,624	\$78,645	\$91,666	\$65,624	\$91,666	\$84,052	\$0
LAMAR	Police Officer	Police Sergeant	01/2020	2184.00	=	N	0	0	10	\$37,037	\$45,139	\$53,241	\$41,054	\$44,023	\$42,698	\$46,751
LASALLE	Police Officer	Chief of Police	01/2020	2080.00	=	N	0	0	4	\$0	\$0	\$0	\$58,240	\$60,320	\$66,560	\$0
LEADVILLE	POLICE OFFICER	POLICE CHIEF	02/2020	2080.00	=	N	0	0	6	\$33,099	\$43,456	\$53,812	\$39,462	\$53,812	\$0	\$0
LONE TREE	Police Officer	Sergeant	01/2020	2080.00	=	N	0	0	27	\$63,000	\$76,000	\$89,000	\$65,499	\$89,003	\$81,928	\$0
LONGMONT	Police Officer	Police Sgt	01/2020	2080.00	=	N	0	0	61	\$65,304	\$78,108	\$90,912	\$65,304	\$90,912	\$81,673	\$85,776
LOUISVILLE	Police Officer	Police Sergeants	02/2020	2080.00	=	N	0	0	15	\$57,720	\$69,482	\$81,244	\$57,750	\$81,244	\$69,482	\$0
LOVELAND	Police Officer	Police Sergeant	01/2019	2080.00	=	N	0	0	84	\$68,100	\$79,050	\$90,000	\$68,100	\$90,000	\$84,013	\$0
MANCOS	Deputy Marshal	Town Marshal	01/2020	2080.00	=	Y	0	0	3	\$0	\$0	\$0	\$43,775	\$50,470	\$46,412	\$0
MANITOU SPRINGS	Police Officer	Chief of Police	01/2020	2080.00	=	N	0	0	8	\$54,236	\$65,083	\$75,930	\$59,660	\$70,507	\$0	\$65,083
MEAD	Police Officer		1/2020	2080.00	=	N	0	0	5	\$55,000	\$65,030	\$75,059	\$0	\$0	\$59,687	\$0
MEEKER	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	4	\$44,096	\$52,364	\$60,632	\$44,096	\$60,632	\$55,056	\$0
MONTE VISTA	POLICE OFFICER	Police Corporal	01/2020	2080.00	=	N	0	0	9	\$37,560	\$45,120	\$52,680	\$35,942	\$42,785	\$37,582	\$0
MONTROSE	Patrol Officer	Patrol Sergeant	01/2020	2080.00	=	N	0	0	28	\$53,976	\$65,324	\$76,671	\$51,228	\$72,446	\$60,485	\$0
MONUMENT	Police Officer	Chief of Police	01/2019	2080.00	=	N	0	0	7	\$52,000	\$62,391	\$72,782	\$52,000	\$74,295	\$63,147	\$0
MORRISON	POLICE OFFICER		1/2020	2080.00	=	N	0	0	4	\$16,796	\$34,398	\$52,000	\$16,796	\$52,000	\$42,765	\$0
MOUNTAIN VILLAGE	Police Officer	Lieutenant	01/2020	2080.00	=	N	0	0	4	\$50,618	\$59,478	\$68,337	\$50,618	\$60,916	\$56,088	\$0
MT. CRESTED BUTTE	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	6	\$50,000	\$60,000	\$70,000	\$55,120	\$67,565	\$59,719	\$0
NORTHGLENN	Police Officer	Sergeant	01/2020	2080.00	=	N	0	0	52	\$58,650	\$73,296	\$87,941	\$58,650	\$87,941	\$73,056	\$0
OURAY	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	3	\$49,217	\$59,064	\$68,912	\$49,217	\$53,681	\$51,449	\$0
PAGOSA SPRINGS	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	4	\$46,320	\$54,895	\$63,470	\$46,435	\$48,320	\$48,320	\$0
PALISADE	POLICE OFFICER	Police Chief	01/2019	2080.00	=	N	0	0	5	\$46,670	\$51,766	\$56,861	\$46,670	\$56,861	\$51,842	\$0
PARACHUTE	Police Officer	Police Chief	01/2019	2080.00	=	N	0	0	3	\$52,938	\$54,009	\$55,081	\$52,938	\$55,081	\$54,009	\$0
PLATTEVILLE	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	5	\$0	\$0	\$0	\$44,237	\$48,564	\$58,298	\$0
PUEBLO	POLICE PATROL OFFICER	POLICE SERGEANT	01/2020	2085.00	=	N	0	0	133	\$47,423	\$61,366	\$75,310	\$47,423	\$75,310	\$62,861	\$0
RANGELY	POLICE OFFICER III		01/2020	2080.00	=	N	0	0	1	\$47,940	\$53,040	\$58,140	\$47,940	\$58,140	\$53,985	\$0
RIDGWAY	Deputy Marshal	Marshal	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$44,443	\$62,221	\$46,480	\$53,332
RIFLE	Police Officer		01/2020	2080.00	=	N			15	\$51,240	\$62,842	\$74,445	\$51,324	\$72,975	\$62,823	\$62,830
ROCKY FORD	POLICE OFFICER	POLICE CAPTAIN	01/2020	2080.00	=	N	0	0	6	\$29,120	\$33,124	\$37,128	\$29,120	\$31,137	\$29,702	\$0
SALIDA	POLICE OFFICER/DEPUTY SHERIFF (COMBINE LEVELS I, II, III)		02/2020	2080.00	=	N	0	0	12	\$42,756	\$53,445	\$64,134	\$53,441	\$57,446	\$54,167	\$0
SEVERANCE	Police Officer	Chief of Police	01/2020	2080.00	=	N	0	0	5	\$0	\$0	\$0	\$55,000	\$55,000	\$56,650	\$56,650



SHERIDAN	Police Officer		01/2020	0.00	=	N	0	0	20	\$62,000	\$77,750	\$93,499	\$55,993	\$93,496	\$75,282	\$0
SILT	Police Officer Levels I, II and III	Police Chief	01/2020	2080.00	=	N	0	0	5	\$40,364	\$53,432	\$66,499	\$41,200	\$49,192	\$45,196	\$0
SILVERTHORNE	Police Officer	Sergeant	01/2020	2080.00	=	N	0	0	10	\$63,038	\$73,555	\$84,073	\$63,038	\$84,073	\$71,069	\$0
SNOWMASS VILLAGE	POLICE OFFICER I, II, III		07/2019	2080.00	=	N	0	0	0	\$52,105	\$59,921	\$67,737	\$57,102	\$57,102	\$57,102	\$0
SOUTH FORK	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	1	\$33,946	\$37,128	\$40,310	\$36,598	\$36,598	\$36,598	\$0
SPRINGFIELD	POLICE OFFICER	Police Chief	01/2020	2080.00	=	Y	0	0	1	\$30,000	\$35,000	\$40,000	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	Police Officer	Police Sergeant	01/2019	2080.00	=	N	0	0	18	\$53,875	\$64,650	\$75,425	\$53,875	\$74,425	\$0	\$0
STERLING	Police Officer I	Police Sergeant	01/2020	2229.00	=	N	0	0	11	\$46,928	\$59,350	\$71,772	\$43,977	\$50,944	\$46,132	\$0
SUMMIT COUNTY	Patrol Deputy	Patrol Sergeant	01/2020	2080.00	=	N	0	0	17	\$59,342	\$72,694	\$86,046	\$59,342	\$86,049	\$66,065	\$60,528
TELLURIDE	Deputy Marshal	Sergeant	03/2020	2080.00	=	N	0	0	7	\$58,395	\$71,534	\$84,673	\$61,471	\$78,134	\$68,572	\$0
THORNTON	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	189	\$64,486	\$77,680	\$90,874	\$66,808	\$90,874	\$82,707	\$0
TRINIDAD	Police Officer	Police Chief	01/2020	2080.00	=	N	0	0	12	\$0	\$0	\$0	\$42,283	\$46,228	\$44,255	\$0
VAIL	Peace Officer		01/2020	2080.00	=	N	0	0	17	\$65,954	\$74,208	\$82,463	\$64,979	\$80,309	\$72,208	\$0
WESTMINSTER	Police Officer/Senior Police Officer	Sergeant	01/2020	2085.00	=	N	0	0	160	\$62,075	\$76,951	\$91,827	\$62,075	\$91,827	\$86,040	\$91,827
WHEAT RIDGE	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	57	\$59,000	\$74,250	\$89,500	\$72,986	\$94,834	\$83,910	\$0
WINDSOR	Police Officer	Police Sergeant	02/2020	2080.00	=	N	0	0	31	\$60,400	\$71,000	\$81,600	\$60,400	\$80,413	\$67,582	\$0
WINTER PARK	Police Officer	Police Sergeant	01/2020	2080.00	=	N	0	0	4	\$55,600	\$68,150	\$80,700	\$62,171	\$69,305	\$64,251	\$0
YUMA	Police Officer	Police Sergeant	01/2020	2080.00	=	N	1	0	5	\$42,994	\$46,497	\$50,000	\$46,827	\$51,365	\$50,331	\$0

<b>Average</b>										<b>\$52,224</b>	<b>\$62,764</b>	<b>\$73,304</b>	<b>\$53,045</b>	<b>\$67,531</b>	<b>\$61,089</b>	<b>\$60,041</b>
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#### Job # B094.5/S22.5 - POLICE OFFICER-NON CERTIFIED

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRECKENRIDGE	Police Officer Trainee	Sergeant	01/01/20	2080.00	=	N	0	0	2	\$45,300	\$55,500	\$65,700	\$45,292	\$45,292	\$45,292	\$0
BROOMFIELD	Police Officer Trainee	Police Sergeant	01/2020	2080.00	=	Y	0	0	0	\$56,888	\$56,888	\$56,888	\$0	\$0	\$0	\$0
COMMERCE CITY	Police Recruit	Sergeant	01/2020	2080.00	=	N	0	0	3	\$47,840	\$47,840	\$47,840	\$47,840	\$47,840	\$47,840	\$0
LAKEWOOD	Police Agent Recruit		01/2020	2080.00	=	N	0	0	9	\$61,485	\$63,554	\$65,624	\$61,485	\$61,485	\$61,485	\$0
LONGMONT	Police Recruit	Police Seergeant	01/2020	2080.00	=	N	0	0	16	\$65,304	\$65,304	\$65,304	\$65,304	\$65,304	\$65,304	\$65,304
THORNTON	Police Officer Recruit	Police Sergeant	01/2020	2080.00	=	N	0	0	5	\$60,926	\$60,926	\$60,926	\$60,926	\$60,926	\$60,926	\$0
TRINIDAD	Animal Control Officer	Police Chief	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$35,547	\$35,547	\$35,547	\$0
WESTMINSTER	Police Officer Trainee	Sergeant	01/2020	2085.00	=	N	0	0	4	\$48,762	\$48,762	\$48,762	\$48,762	\$48,762	\$48,762	\$48,762
<b>Average</b>										<b>\$55,215</b>	<b>\$56,968</b>	<b>\$58,721</b>	<b>\$52,165</b>	<b>\$52,165</b>	<b>\$52,165</b>	<b>\$57,033</b>

#### Job # B096 - POLICE RECORDS CLERK

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Records Clerk	Evidence Custodian/Office Manager	01/2020	2080.00	=	N	0	0	1	\$28,829	\$34,580	\$40,331	\$28,829	\$28,829	\$28,829	\$28,829
ARVADA	Police Support Specialist	Records Supervisor	01/2020	2080.00	=	N	0	0	9	\$39,985	\$47,329	\$54,673	\$41,484	\$54,673	\$48,878	\$0
ASPEN	Public Safety Records Specialist		01/2019	2080.00	=	N	0	0	1	\$47,096	\$56,633	\$66,170	\$61,318	\$61,318	\$61,318	\$0
AURORA	Public Safety Records Technician / Info Mgmt Tech / Digital Records Tech (BA68)	Records Supervisor	01/2020	2080.00	=	N	0	0	34	\$36,871	\$44,284	\$51,696	\$33,098	\$34,340	\$44,013	\$0
AVON	POLICE ADMINISTRATIVE SERVICES OFFICER	Police Chief	01/2020	2080.00	<	N	0	0	1	\$50,942	\$61,565	\$72,188	\$72,188	\$72,188	\$72,188	\$0
BLACK HAWK	Police Records Specialist/Municipal Court Clerk	Police Records Supervisor	01/2020	2080.00	=	N	0	0	1	\$44,980	\$51,727	\$58,474	\$0	\$0	\$0	\$0
BRECKENRIDGE	Police Records - Administrative Specialist	Police Administrative Supervisor	01/01/20	2080.00	=	N	0	0	1	\$41,700	\$50,245	\$58,790	\$57,907	\$57,907	\$57,907	\$0
BRIGHTON	Police Records Specialist	Police Records Supervisor	03/2020	2080.00	=	N	0	0	6	\$41,758	\$49,483	\$57,208	\$42,557	\$57,200	\$47,998	\$0
BROOMFIELD	Records Specialist	Records Specialist Supervisor	01/2020	2080.00	=	N	0	0	4	\$42,952	\$50,856	\$58,760	\$45,552	\$58,760	\$52,156	\$0
BRUSH	Municipal Court Clerk	Police Chief	01/2020	2080.00	=	N	0	0	1	\$28,960	\$34,688	\$40,416	\$31,400	\$31,400	\$31,400	\$0
BURLINGTON	Police Records Clerk	Police Chief	01/2020	2080.00	=	N	0	0	1	\$37,893	\$44,525	\$51,156	\$45,056	\$45,056	\$45,056	\$45,056
CANON CITY	Police Records Technician	Commander	01/2019	2080.00	=	N	0	0	1	\$27,457	\$32,302	\$37,147	\$28,006	\$29,391	\$28,699	\$0
CARBONDALE	ADMINISTRATIVE ASSISTANT	POLICE CHIEF	01/2020	2080.00	>	N	0	0	1	\$39,150	\$45,964	\$52,777	\$42,552	\$42,552	\$42,552	\$45,964
CASTLE ROCK	POLICE RECORDS SPECIALIST	Police Records Supervisor	01/2020	2080.00	=	N	0	0	4	\$41,080	\$48,318	\$55,557	\$0	\$0	\$0	\$0
CHERRY HILLS VILLAGE	Police Clerk	Police Support Supervisor	01/2020	2080.00	=	N	0	0	1	\$52,017	\$61,570	\$71,124	\$69,738	\$69,738	\$69,738	\$0
COLORADO SPRINGS	Police Services Representative	ID Supervisor	02/2020	2080.00	=	N	0	0	24	\$40,333	\$48,492	\$56,650	\$40,333	\$52,300	\$45,496	\$0
COMMERCE CITY	Police Services Technician	Police Services Supervisor	01/2020	2080.00	=	N	0	0	1	\$36,661	\$45,826	\$54,991	\$42,160	\$42,160	\$42,160	\$0
CORTEZ	Records Technician	Lieutenant	01/2020	2080.00	=	N	0	0	2	\$32,406	\$40,445	\$48,484	\$36,275	\$47,029	\$41,652	\$0
CRESTED BUTTE	Marshals Office Manager	Chief Marshal	1/2020	2080.00	=	N	0	0	1	\$39,149	\$46,595	\$54,041	\$50,317	\$50,317	\$50,317	\$0
DACONO	Police/Court Clerk	Police Chief	01/2020	2080.00	=	N	0	0	1	\$45,423	\$55,620	\$65,817	\$58,916	\$58,916	\$58,916	\$0
DURANGO	Records Technician	Police Sergeant	01/2020	2080.00	=	N	0	0	2	\$38,230	\$45,876	\$53,522	\$38,230	\$38,230	\$38,230	\$0
ENGLEWOOD	Records Management Specialist	Records Management Supervisor	01/2019	2080.00	=	N	0	0	2	\$37,342	\$44,770	\$52,198	\$39,538	\$40,776	\$40,157	\$0
ERIE	Records Clerk	PD Administration Commander	02/2020	2080.00	=	N	0	0	2	\$43,743	\$50,568	\$57,394	\$46,569	\$51,682	\$49,126	\$0
ESTES PARK	Sr. Records Technician, Temporary Records Assistant	Police Commander	01/2020	2080.00	=	N	0	0	1	\$44,049	\$51,758	\$59,467	\$59,993	\$59,993	\$59,993	\$0

EVANS	Police Records Specialist	Police Commander	01/2020	2080.00	=	N	0	0	2	\$39,449	\$47,380	\$55,311	\$48,204	\$49,143	\$48,673	\$48,673
FEDERAL HEIGHTS	POLICE RECORDS CLERK	Police Records Supervisor	01/2020	2080.00	=	N	0	0	2	\$43,027	\$51,276	\$59,526	\$47,445	\$51,584	\$49,514	\$0
FIRESTONE	Police Records Clerk	Police Chief	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$50,328	\$65,426	\$54,870	\$54,870
FORT COLLINS	Rep II, Police Records	Senior Supervisor, Information Services	01/2020	2080.00	=	N	0	0	11	\$44,202	\$55,252	\$66,303	\$45,000	\$61,630	\$53,789	\$53,523
FORT LUPTON	Police Records Technician	Chief of Police	02/2020	1820.00	=	N	0	0	2	\$35,360	\$42,432	\$49,504	\$30,784	\$40,560	\$35,672	\$0
FORT MORGAN	Clerk Typist (Police)	Police Administrative Service Lt.	3/2020	2080.00	<	N	0	0	3	\$31,500	\$38,610	\$45,720	\$34,493	\$42,700	\$38,231	\$0
FOUNTAIN	RECORDS MANAGEMENT SPECIALIST	Police Administrative Services Supervisor/PSIO	02/2020	2080.00	=	N	0	0	2	\$42,012	\$51,254	\$60,497	\$42,852	\$61,707	\$51,422	\$0
FRUITA	Police Records Specialist	Police Chief	01/2020	2080.00	=	N	0	0	2	\$37,943	\$41,291	\$44,639	\$40,175	\$40,175	\$40,175	\$0
GLENDALE	Records Tech	Lieutenant	02/2020	2080.00	=	N	0	0	2	\$42,850	\$56,425	\$70,000	\$46,100	\$66,758	\$56,420	\$0
GLENWOOD SPRINGS	Police Records Clerk	Police Admin Asst II	01/2020	2080.00	=	N	0	0	2	\$38,418	\$45,168	\$51,917	\$43,030	\$43,906	\$43,468	\$0
GOLDEN	Police Records Specialist	Police Records Manager	1/2020	2080.00	=	N	0	0	2	\$39,000	\$46,800	\$54,600	\$39,520	\$56,000	\$47,760	\$0
GRANBY	Police Admin Sgt	Chief	01/2020	2080.00	=	N	1	1	1	\$44,019	\$51,816	\$59,613	\$53,997	\$53,997	\$0	\$0
GRAND JUNCTION	Police Records Specialist	Police Records Supervisor	01/2020	2080.00	=	N	0	0	6	\$37,903	\$45,484	\$53,064	\$39,832	\$47,340	\$46,089	\$0
GREELEY	DATA COORDINATOR I	Data Coordinator II	01/2020	2080.00	=	N	0	0	20	\$39,979	\$46,976	\$53,972	\$39,978	\$51,584	\$43,348	\$0
GREENWOOD VILLAGE	Records Technician	Support Services Director	3/11/20	2080.00	=	N	0	0	0	\$39,704	\$47,505	\$55,306	\$0	\$0	\$0	\$0
GUNNISON	Records Clerk II	Police Captain	01/2020	2080.00	>	N	0	0	1	\$45,400	\$53,300	\$61,200	\$58,567	\$58,567	\$58,567	\$0
HAYDEN	Police Clerk	Police Chief	01/2020	2080.00	=	N	0	0	1	\$48,225	\$54,854	\$61,483	\$57,768	\$57,768	\$57,768	\$0
IDAHO SPRINGS	RECORDS SPECIALIST (PD)		01/2020	2080.00	=	N	0	0	1	\$39,530	\$47,262	\$54,993	\$39,530	\$39,530	\$39,530	\$0
LA JUNTA	Dispatcher/Records Clerk-		01/2020	2080.00	=	N			4	\$23,740	\$26,298	\$28,857	\$24,081	\$25,991	\$24,866	\$0
LAFAYETTE	Police Records Technician I	Police Records Supervisor	01/2020	2080.00	=	N	0	0	1	\$38,859	\$49,324	\$59,789	\$40,544	\$40,544	\$40,544	\$0
LAKEWOOD	Police Info Mgmt Tech		01/2020	2080.00	=	N	0	0	15	\$41,974	\$50,367	\$58,760	\$50,003	\$54,226	\$51,278	\$0
LAMAR	Police Records Clerk	Police Chief	01/2020	2080.00	=	N	0	0	2	\$29,020	\$35,368	\$41,716	\$30,229	\$30,765	\$30,497	\$36,630
LONE TREE	Records Technician II	Support Services Manager	01/2020	2080.00	=	N	0	0	3	\$42,000	\$51,500	\$61,000	\$43,800	\$51,500	\$47,900	\$0
LONGMONT	Police Services Technician	Police Records Supervisor	01/2020	2080.00	=	N	0	0	5	\$42,661	\$46,690	\$50,720	\$45,438	\$47,826	\$46,393	\$45,438
LOUISVILLE	Police Records Technician	Police Commander	02/2020	2080.00	=	N	0	0	1	\$40,248	\$46,748	\$53,248	\$41,475	\$41,475	\$41,475	\$0
LOVELAND	Police Records Specialist	Police Records Manager	01/2020	2080.00	=	N	0	0	8	\$39,700	\$45,400	\$51,100	\$45,600	\$51,100	\$49,062	\$0
MANITOU SPRINGS	POLICE RECORDS CLERK	POLICE CHIEF	01/2020	2080.00	=	N	0	0	1	\$38,895	\$46,674	\$54,453	\$52,785	\$50,564	\$0	\$46,674
MEAD	Records Clerk	Chief of Police	1/2020	2080.00	=	N	0	0	1	\$34,500	\$42,265	\$50,030	\$0	\$0	\$47,000	\$0
MINTURN	COURT/POLICE CLERK	JUDGE/POLICE CHIEF	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$50,346	\$50,346	\$50,346	\$0
MONTE VISTA	POLICE RECORDS CLERK	Records Supervisor	01/2020	2080.00	=	N	0	0	1	\$26,160	\$30,840	\$35,520	\$27,040	\$27,040	\$27,040	\$0
MONTROSE	Police Records Technician	Police Systems Administrator and Supervisor	01/2020	2080.00	=	N	0	0	5	\$36,801	\$44,125	\$51,449	\$38,923	\$45,336	\$38,892	\$0
MONUMENT			01/2019	0.00	=	N	0	0	0	\$33,499	\$44,250	\$55,000	\$45,597	\$45,597	\$45,597	\$0
NEW CASTLE	Police Clerk	Police Chief / sergeant	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$49,743	\$49,743	\$49,743	\$0
NORTHGLENN	Police Services Representative	Records Unit Supervisor	01/2020	2080.00	>	N	0	0	7	\$38,100	\$45,700	\$53,300	\$38,100	\$46,155	\$40,697	\$0
PAGOSA SPRINGS	Records/Administrative Asst		01/2020	2080.00	=	N	0	0	1	\$38,147	\$45,112	\$52,078	\$39,147	\$39,147	\$39,147	\$0
PALISADE	RECORDS CLERK		01/2019	2080.00	=	N	0	0	1	\$37,540	\$41,640	\$45,739	\$37,540	\$45,739	\$45,739	\$0
PARACHUTE	Police Records Clerk	Police Chief	01/2019	1300.00	=	N	0	0	1	\$25,719	\$28,398	\$31,077	\$21,432	\$31,077	\$31,077	\$0
PARKER	Records Clerk		01/2019	2080.00	=	N	0	0	2	\$36,900	\$43,300	\$49,700	\$39,520	\$43,742	\$41,631	\$0
PUEBLO	POLICE RECORDS TECHNICIAN	POLICE RECORDS MANAGER	01/2020	2085.00	=	N	0	0	4	\$33,425	\$38,742	\$44,059	\$34,425	\$44,059	\$37,188	\$0
SNOWMASS VILLAGE	RECORDS CLERK (PD/SHERIFF)		07/2019	2080.00	=	N			0	\$47,194	\$54,273	\$61,352	\$55,161	\$55,161	\$55,161	\$0
STEAMBOAT SPRINGS	Police Records Technician	Police Records Supervisor	01/2019	2080.00	=	N	0	0	4	\$39,638	\$46,575	\$53,512	\$41,519	\$50,046	\$0	\$0
STERLING	Police Records Clerk	Police Commander	01/2020	2080.00	=	N	0	0	1	\$34,733	\$39,455	\$44,177	\$33,721	\$33,721	\$33,721	\$0
SUMMIT COUNTY	Records Clerk	Undersheriff	07/2020	2080.00	=	N	0	0	3	\$35,557	\$43,558	\$51,558	\$36,977	\$36,977	\$36,977	\$0
THORNTON	Police Records Specialist	Police Records Supervisor	01/2020	2080.00	=	N	0	0	13	\$42,941	\$49,812	\$56,682	\$43,786	\$56,682	\$49,074	\$0
TIMNATH	RECORDS/EVIDENCE TECHNICIAN	SERGEANT	01/2020	2080.00	=	N	0	0	0	\$46,000	\$54,000	\$62,000	\$0	\$0	\$0	\$0
VAIL	Admin Services Tech (Police)		01/2020	2080.00	=	N	0	0	3	\$45,889	\$54,608	\$63,327	\$45,219	\$48,235	\$46,675	\$0
WESTMINSTER	Police Records Technician	Police Records Supervisor	01/2020	2085.00	=	N	0	0	10	\$43,640	\$49,748	\$55,856	\$44,729	\$55,856	\$51,253	\$51,239
WHEAT RIDGE	Records Management Specialist	Records Supervisor	01/2020	2080.00	=	N	0	0	3	\$36,317	\$43,559	\$50,801	\$51,901	\$51,901	\$51,901	\$0
WINDSOR	Records Specialist Tech	Chief of Police	02/2020	2080.00	=	N	0	0	3	\$40,400	\$48,500	\$56,600	\$45,781	\$47,445	\$46,613	\$0
WINTER PARK	Police Records Clerk	Police Chief	01/2020	2080.00	=	N	0	0	1	\$39,122	\$47,505	\$55,888	\$50,251	\$50,251	\$50,251	\$0
Average										\$39,111	\$46,499	\$53,888	\$43,687	\$48,136	\$45,818	\$45,690

**Job # B097 - POLICE RECORDS SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Evidence Custodian/Office Manager	Chief of Police	01/2020	2080.00	=	N	0	0	1	\$37,435	\$44,924	\$52,413	\$38,916	\$38,916	\$38,916	\$38,916
ARVADA	Records Supervisor	Police Commander	01/2020	2080.00	>	Y	9	9	1	\$60,999	\$72,202	\$83,406	\$69,659	\$69,659	\$69,659	\$0
AURORA	Public Safety Records Supervisor (AE68)	Police Lieutenant	01/2020	2080.00	=	Y	5	7	6	\$56,538	\$69,210	\$81,883	\$52,654	\$60,029	\$65,851	\$0
BLACK HAWK	Police Records Supervisor		01/2020	2080.00	=	N	1	1	1	\$64,623	\$74,316	\$84,009	\$0	\$0	\$0	\$0
BRECKENRIDGE	Administrative Supervisor (PD)	Chief of Police	01/01/20	2080.00	=	Y	0	0	1	\$50,500	\$61,900	\$73,300	\$69,968	\$69,968	\$69,968	\$0
BRIGHTON	Police Records Supervisor	Ass't to Chief of Police	03/2020	2080.00	=	N	0	0	1	\$57,116	\$67,682	\$78,249	\$67,839	\$67,839	\$67,839	\$0
BROOMFIELD	Records Specialist Supervisor	Police Commander	01/2020	2080.00	=	N	4	4	1	\$61,464	\$71,292	\$81,120	\$81,120	\$81,120	\$81,120	\$0
CANON CITY	Police Records Manager	Commander	01/2019	2080.00	=	N	0	0	1	\$42,824	\$50,380	\$57,937	\$50,000	\$50,000	\$50,000	\$0

COLORADO SPRINGS	Police Services Supervisor		02/2020	2080.00	=	N	0	0	1	\$91,997	\$110,606	\$129,215	\$109,685	\$109,685	\$109,685	\$0
COMMERCE CITY	Police Services Supervisor	Commander	01/2020	2080.00	=	N	7	0	1	\$53,626	\$67,032	\$80,439	\$65,692	\$65,692	\$65,692	\$0
ENGLEWOOD	Records Management Supervisor	Police Commander	01/2019	2080.00	=	N	0	0	1	\$57,896	\$70,869	\$83,842	\$68,224	\$68,224	\$38,224	\$0
ERIE	Police Courts Administrative Manager	Commander	02/2020	2080.00	=	N	0	0	1	\$64,572	\$77,612	\$90,653	\$70,000	\$70,000	\$70,000	\$0
FEDERAL HEIGHTS	POLICE RECORD & Administrative Mgr	Police Chief	01/2020	2080.00	=	N	1	1	1	\$68,096	\$82,894	\$97,693	\$71,677	\$71,677	\$71,677	\$0
FORT COLLINS	Sr Supervisor, Information Svc	Senior Manager, Emergency Communications	01/2020	2080.00	=	N	0	0	3	\$53,708	\$71,610	\$89,513	\$70,579	\$78,157	\$74,470	\$72,498
FREDERICK	Records Clerk Supervisor		01/2020	2080.00	=	N	0	0	1	\$47,839	\$55,553	\$63,267	\$56,145	\$56,145	\$56,145	\$0
GLENWOOD SPRINGS	Police Admin Asst II	Chief of Police	01/2020	2080.00	=	N	0	3	1	\$49,775	\$61,828	\$73,882	\$57,170	\$57,170	\$57,170	\$0
GRAND JUNCTION	Police Records Supervisor	Police Commander	01/2020	2080.00	>	N	8	8	1	\$56,405	\$67,686	\$78,967	\$70,449	\$70,449	\$70,449	\$0
GREELEY	RECORDS MANAGER	Sergeant	01/2020	2080.00	=	N	0	0	3	\$45,529	\$54,635	\$63,741	\$52,021	\$54,642	\$53,768	\$0
IDAHO SPRINGS	RECORDS SUPERVISOR (PD/SHERIFF)		01/2020	2080.00	=	N	0	0	1	\$44,408	\$51,074	\$57,741	\$53,518	\$53,518	\$53,518	\$0
LA JUNTA	Dispatch Supervisor/Records		01/2020	2080.00	=	N			1	\$38,658	\$42,831	\$47,003	\$40,999	\$40,999	\$40,999	\$0
LAFAYETTE	Police Records Supervisor	Police Commander	01/2020	2080.00	=	N	3	3	1	\$49,518	\$61,898	\$74,277	\$59,687	\$59,687	\$59,687	\$0
LAKEWOOD	Police Records Supervisor		01/2020	2080.00	=	Y	0	0	2	\$61,443	\$73,694	\$85,946	\$71,219	\$71,219	\$71,219	\$0
LONE TREE	Records Supervisor	Support Services Manager	01/2020	2080.00	=	Y	3	3	1	\$48,200	\$59,000	\$69,800	\$0	\$56,774	\$0	\$0
LONGMONT	Public Safety Records Supervisor	Police Information & Tech Mgr	01/2020	2080.00	=	Y	9	9	1	\$61,928	\$68,121	\$74,314	\$69,495	\$69,495	\$69,495	\$69,495
MONTROSE	Police Systems Administrator and Supervisor	Police Chief	01/2020	2080.00	=	Y	7	7	1	\$54,948	\$66,803	\$78,658	\$63,852	\$68,050	\$61,499	\$0
MT. CRESTED BUTTE	Administrative Assistant	Police Chief/Police Sergeant	01/2020	2080.00	=	N	0	0	1	\$38,000	\$49,000	\$60,000	\$55,127	\$55,127	\$55,127	\$0
NORTHGLENN	Records Unit Supervisor	Division Commander	01/2020	2080.00	=	N	9	9	1	\$55,100	\$67,500	\$79,900	\$75,152	\$75,152	\$75,152	\$0
PARKER	Records Supervisor		01/2019	2080.00	=	N	0	0	1	\$54,300	\$67,900	\$81,500	\$65,000	\$65,000	\$65,000	\$0
PUEBLO	POLICE RECORDS MANAGER	POLICE CAPTAIN	01/2020	2085.00	=	Y	13	13	1	\$56,215	\$62,436	\$68,656	\$56,215	\$56,215	\$56,215	\$0
SHERIDAN	Records Supervisor		01/2020	0.00	=	N	0	0	1	\$46,900	\$57,470	\$68,039	\$55,000	\$55,000	\$55,000	\$0
STEAMBOAT SPRINGS	Police Records Supervisor	Police Records Manager	01/2019	2080.00	=	N	4	4	1	\$49,729	\$59,675	\$69,621	\$61,609	\$61,609	\$0	\$0
STERLING	RECORDS CLERK SUPERVISOR (PD/SHERIFF)	Police Commander	01/2020	2080.00	=	N	1	1	1	\$45,312	\$50,946	\$56,581	\$41,434	\$41,434	\$41,434	\$0
THORNTON	Police Records Supervisor	Police Records Manager	01/2020	2080.00	=	Y	0	0	2	\$62,295	\$72,262	\$82,230	\$65,837	\$65,837	\$65,837	\$0
VAIL	Records Manager		01/2020	2080.00	=	Y	0	0	1	\$67,733	\$84,666	\$101,599	\$91,064	\$91,064	\$91,064	\$0
WESTMINSTER	Police Records Supervisor	Commander	01/2020	2085.00	=	N	14	14	2	\$62,648	\$71,420	\$80,191	\$69,152	\$74,469	\$71,810	\$71,810
WHEAT RIDGE	Records Supervisor	Police Commander	01/2020	2080.00	=	N	4	4	1	\$55,168	\$69,014	\$82,859	\$73,952	\$73,952	\$73,952	\$0
WINTER PARK	RECORDS CLERK SUPERVISOR (PD/SHERIFF)		01/2020	0.00	=	N	0	0	1	\$48,000	\$58,825	\$69,650	\$0	\$0	\$0	\$0

<b>Average</b>	<b>\$54,634</b>	<b>\$65,588</b>	<b>\$76,543</b>	<b>\$64,415</b>	<b>\$64,971</b>	<b>\$64,171</b>	<b>\$63,180</b>
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**Job # B098 / S23 - POLICE SERGEANT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	POLICE SERGEANT	POLICE CAPTAIN	01/2020	2080.00	=	N	5	5	4	\$51,240	\$62,771	\$74,302	\$51,875	\$69,742	\$60,559	\$60,309
ARVADA	Police Sergeant	Police Commander	01/2020	2080.00	=	N	0	10	27	\$105,636	\$110,293	\$114,950	\$105,636	\$114,950	\$111,367	\$0
ASPEN	Police Patrol Supervisor	Police Chief	01/2019	2080.00	=	N	0	0	4	\$79,688	\$95,825	\$111,962	\$98,342	\$101,899	\$102,237	\$0
AURORA	Police Sergeant (8070)	Police Lieutenant	01/2020	2080.00	=	N	0	0	78	\$104,498	\$107,512	\$110,525	\$91,653	\$98,735	\$110,216	\$0
AVON	POLICE SERGEANT	Deputy Police Chief	01/2020	2080.00	=	N	12	2	5	\$71,602	\$85,902	\$100,202	\$82,041	\$100,202	\$91,136	\$0
BRECKENRIDGE	Police Sergeant	Police Assistant Chief of Police	01/01/20	2080.00	=	N	3	3	3	\$66,400	\$83,000	\$99,600	\$97,635	\$99,590	\$98,280	\$0
BRIGHTON	Police Sergeant	Police Captains	03/2020	2080.00	=	N	0	0	9	\$86,986	\$103,078	\$119,170	\$95,306	\$117,291	\$110,432	\$0
BROOMFIELD	Police Sergeant	Police Commander	01/2020	2080.00	=	N	0	0	20	\$98,592	\$106,132	\$113,672	\$102,336	\$113,672	\$108,004	\$0
BRUSH	Police Sergeant	Chief of Police	01/2020	2080.00	=	N	7	0	1	\$52,085	\$65,133	\$78,181	\$59,206	\$61,574	\$61,574	\$0
BUENA VISTA	SERGEANT		01/2020	2080.00	=	N	0	0	2	\$57,296	\$65,211	\$73,126	\$73,133	\$76,773	\$74,953	\$0
BURLINGTON	Police Sergeant	Police Chief	01/2020	2080.00	=	N	0	0	1	\$49,818	\$58,536	\$67,254	\$50,498	\$50,498	\$50,498	\$50,498
CANON CITY	Police Sergeant	Police Deputy Chief	01/2019	2080.00	=	N	22	0	7	\$50,904	\$59,886	\$68,869	\$59,033	\$66,901	\$62,223	\$0
CARBONDALE	POLICE SERGEANT	POLICE CHIEF	01/2020	2080.00	=	N	9	0	2	\$66,620	\$83,276	\$99,931	\$72,050	\$82,209	\$77,129	\$83,276
CASTLE ROCK	POLICE SERGEANT	Police Lieutenant	01/2020	2080.00	=	N	0	0	10	\$86,445	\$103,730	\$121,014	\$0	\$0	\$0	\$0
CEDAREDGE	Sergeant	Police Chief	01/2020	2236.00	=	N	0	0	1	\$42,787	\$54,824	\$66,862	\$50,627	\$50,627	\$50,627	\$0
CHERRY HILLS VILLAGE	Police Sergeant	Police Commander	01/2020	2080.00	=	N	16	16	4	\$96,444	\$104,960	\$113,475	\$104,960	\$113,475	\$110,282	\$0
COLORADO SPRINGS	Police Sergeant	Police Lieutenant	02/2020	2080.00	=	Y	8	8	99	\$106,284	\$106,284	\$106,284	\$106,284	\$106,284	\$106,284	\$0
COMMERCE CITY	Police Sergeant	Police Commander	01/2020	2080.00	=	N	0	0	14	\$92,456	\$102,048	\$111,640	\$92,456	\$111,640	\$102,577	\$0
CORTEZ	Patrol Sergeant / Agent-Drug Task Force	Lieutenant	01/2020	2080.00	=	N	20	0	5	\$54,309	\$67,902	\$81,494	\$54,309	\$69,243	\$61,776	\$0
CRIPPLE CREEK	Sergeant	Chief of Police	01/2020	2080.00	=	N	12	4	3	\$59,296	\$69,760	\$80,224	\$59,773	\$60,950	\$60,558	\$0
DACONO	POLICE SERGEANT	Police Chief	01/2020	2080.00	=	N	3	3	3	\$73,439	\$85,927	\$98,415	\$76,377	\$88,416	\$81,663	\$0
DELTA	POLICE / SHERIFF SERGEANT	Chief of Police	01/2020	2080.00	=	N	12	0	4	\$59,748	\$69,431	\$79,114	\$62,531	\$65,502	\$63,993	\$0
DELTA COUNTY	Sergeant		01/2020	2080.00	=	N	0	0	3	\$54,773	\$65,754	\$76,735	\$62,989	\$65,589	\$64,722	\$0
DENVER	Sergeant		03/2020	2080.00	=	N	0	0	224	\$109,576	\$109,576	\$109,576	\$113,137	\$113,137	\$113,137	\$113,137
DILLON	Police Sergeant	Police Chief	01/2020	2080.00	=	N	3	4	2	\$71,025	\$85,231	\$99,436	\$74,023	\$96,377	\$85,200	\$0
DURANGO	Police Sergeant	Police Commander	01/2020	2080.00	=	N	44	44	9	\$80,616	\$98,754	\$116,893	\$80,616	\$89,064	\$84,840	\$0
EATON	Police Sergeant	Police Chief	01/2020	2080.00	=	N	2	0	2	\$0	\$0	\$0	\$63,900	\$68,700	\$66,300	\$0
ENGLEWOOD	Police Sergeant	Police Commander or Deputy	01/2019	2080.00	=	N	0	0	12	\$69,495	\$85,165	\$100,834	\$87,276	\$92,248	\$89,607	\$0

			Chief													
ERIE	Police Sergeant	PD Operations Commander	02/2020	2080.00	=	N	4	4	8	\$84,864	\$97,678	\$110,493	\$84,864	\$105,186	\$98,410	\$0
ESTES PARK	Police Sergeant	Police Captain	01/2020	2080.00	=	N	12	5	3	\$83,114	\$99,737	\$116,360	\$95,732	\$112,148	\$106,327	\$0
EVANS	Police Sergeant	Police Commander	01/2020	2080.00	=	N	0	0	6	\$93,472	\$99,338	\$105,204	\$98,614	\$107,548	\$101,778	\$101,778
FEDERAL HEIGHTS	POLICE SERGEANT	Commander	01/2020	2184.00	=	N	0	0	4	\$73,330	\$90,610	\$107,890	\$84,696	\$104,286	\$94,180	\$0
FIRESTONE	Patrol Sergeant	Patrol Commander	01/2020	2080.00	=	N	0	0	7	\$0	\$0	\$0	\$87,693	\$104,790	\$90,349	\$90,349
FLORENCE	Police Sergeant	Chief of Police	01/2020	2080.00	=	N	5	0	3	\$47,914	\$50,135	\$52,356	\$43,982	\$43,982	\$43,982	\$43,982
FORT COLLINS	Police Sergeant	Police Lieutenant	01/2020	2080.00	=	N	0	0	26	\$103,983	\$111,123	\$118,263	\$118,263	\$118,263	\$118,263	\$114,818
FORT LUPTON	Sergeant	Chief of Police	02/2020	2080.00	=	N	4	4	4	\$66,560	\$79,872	\$93,184	\$77,251	\$85,987	\$79,524	\$0
FORT MORGAN	Police Sgt.	Police Lt.	3/2020	2210.00	=	N	16	3	6	\$68,311	\$82,024	\$95,737	\$70,360	\$70,360	\$73,185	\$0
FOUNTAIN	POLICE SERGEANT	DEPUTY POLICE CHIEF	02/2020	2080.00	=	N	25	0	8	\$65,488	\$75,298	\$85,108	\$66,798	\$86,810	\$76,149	\$0
FREDERICK	Police Sergeant	Police Commander	01/2020	2080.00	=	N	13	4	6	\$86,300	\$93,102	\$99,903	\$92,918	\$92,918	\$92,918	\$0
FRISCO	Police Sergeant	Police Chief	01/2020	2080.00	=	N	8	8	3	\$67,503	\$84,379	\$101,255	\$66,821	\$79,782	\$71,977	\$0
FRUITA	Police Sergeant	Police Lieutenant	01/2020	2080.00	<	N	5	5	2	\$67,587	\$73,550	\$79,514	\$71,563	\$73,174	\$72,369	\$0
GEORGETOWN	POLICE SERGEANT	MARSHAL	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$65,686	\$63,779	\$63,779	\$63,779
GLENDALE	Police Sergeant	Police Lieutenant	02/2020	2080.00	=	N	18	3	6	\$87,550	\$100,425	\$113,300	\$91,406	\$110,138	\$97,719	\$95,060
GLENWOOD SPRINGS	Patrol Sergeant	Police Lieutenant	01/2020	2184.00	=	N	0	0	5	\$58,400	\$70,040	\$81,681	\$81,000	\$90,592	\$84,840	\$0
GOLDEN	Police Sergeant	Police Captain	1/2020	2080.00	=	N	0	3	9	\$90,200	\$101,600	\$113,000	\$96,720	\$113,000	\$109,165	\$0
GRANBY	Sergeant	Lieutenant	01/2020	2080.00	=	N	0	0	2	\$58,627	\$70,798	\$82,968	\$75,414	\$75,414	\$75,414	\$0
GRAND JUNCTION	Police Sergeant	Police Commander	01/2020	2080.00	=	N	10	10	15	\$73,195	\$87,834	\$102,473	\$84,864	\$89,148	\$88,006	\$0
GREELEY	POLICE SERGEANT	Police Lieutenant	01/2020	2080.00	=	N	0	0	23	\$103,202	\$109,116	\$115,031	\$103,210	\$110,594	\$108,280	\$0
GREENWOOD VILLAGE	Police Sergeant	Police Lieutenant	01/2020	2080.00	=	N	0	0	9	\$92,290	\$100,966	\$109,642	\$97,094	\$109,636	\$106,135	\$0
GUNNISON	Police Sergeant	Police Chief	01/2020	2080.00	=	N	5	5	2	\$68,400	\$80,400	\$92,400	\$92,400	\$92,400	\$92,400	\$0
GUNNISON COUNTY	PATROL SERGEANT	UNDERSHERIFF	01/2020	2080.00	=	N	0	0	2	\$59,127	\$71,381	\$83,635	\$59,127	\$59,127	\$59,127	\$0
HAYDEN	Sergeant	Police Chief	01/2020	2080.00	=	N	0	0	1	\$59,908	\$68,143	\$76,378	\$62,407	\$62,407	\$62,407	\$0
IGNACIO	Sergeant		01/2019	2080.00	=	N	0	5	1	\$51,330	\$59,178	\$67,027	\$69,038	\$69,038	\$69,038	\$0
LA JUNTA	Sergeant		01/2020	2080.00	=	N			3	\$42,637	\$47,231	\$51,824	\$43,888	\$43,888	\$43,888	\$0
LAFAYETTE	Police Sergeant	Police Commander	01/2020	2080.00	=	N	5	2	8	\$103,335	\$107,210	\$1				

WOODLAND PARK	SERGEANT	DEPUTY POLICE CHIEF / POLICE CHIEF	01/2020	2080.00	=	N	0	0	2	\$67,721	\$81,240	\$94,760	\$67,725	\$67,725	\$67,725	\$0
YUMA	Police Sergeant	Chief of Police	01/2020	2080.00	=	N	6	2	1	\$47,500	\$51,250	\$55,000	\$56,238	\$56,238	\$56,238	\$0
Average										\$73,388	\$83,971	\$94,554	\$77,711	\$85,814	\$82,008	\$81,859
<b><u>Job # B088.5 - POLICE SERVICES COORDINATOR</u></b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
BUENA VISTA	Police and Court Clerk		01/2020	2080.00	=	N	0	0	1	\$37,960	\$45,155	\$52,350	\$54,059	\$54,059	\$54,059	\$0
ENGLEWOOD	Community Relations Specialist	Deputy Police Chief	01/2019	2080.00	=	N	0	0	1	\$48,738	\$59,727	\$70,716	\$56,616	\$56,616	\$56,616	\$0
ESTES PARK	Restorative Justice Program Coordinator	Restorative Justice Program Manager	01/2020	2080.00	=	N	0	0	1	\$38,637	\$45,399	\$52,160	\$47,347	\$47,347	\$47,347	\$0
SILVERTHORNE	Community Service Officer	Police Sergeant	01/2020	2080.00		N	0	0	1	\$46,352	\$54,077	\$61,803	\$46,352	\$46,352	\$46,352	\$0
Average										\$42,922	\$51,090	\$59,257	\$51,093	\$51,093	\$51,093	?
<b><u>Job # B010.5 - PRINCIPAL PLANNER</u></b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Principal Planner/Open Space and Trails Manager	Director of Planning	01/2020	2080.00	<	Y	0	0	2	\$87,776	\$101,556	\$115,336	\$92,830	\$98,509	\$95,670	\$0
BUENA VISTA	PRINCIPAL PLANNER		01/2020	2080.00	=	Y	0	0	1	\$61,147	\$72,884	\$84,620	\$77,137	\$77,137	\$77,137	\$0
COLORADO SPRINGS	Principal Planner	Planning Manager	02/2020	2080.00	=	N	0	0	5	\$82,015	\$98,605	\$115,195	\$87,855	\$100,043	\$97,108	\$0
DENVER	City Planner Principal		03/2020	2080.00	=	Y	0	0	12	\$83,601	\$108,682	\$133,762	\$95,118	\$133,762	\$107,187	\$102,647
GRAND JUNCTION	Principal Planner	Planning Manager	01/2020	2080.00	=	Y	0	3	2	\$69,655	\$83,586	\$97,518	\$86,985	\$86,985	\$86,985	\$0
LONGMONT	Principal Planner		01/2020	2080.00	=	N	0	0	3	\$90,856	\$99,942	\$109,027	\$101,963	\$106,043	\$104,747	\$106,043
LOUISVILLE	Principal Planner	Director of Planning and Building Safety	02/2020	2080.00	=	N	2	2	0	\$75,400	\$87,558	\$99,715	\$0	\$0	\$0	\$0
LYONS	Town Planner	Town Administrator	01/2020	2080.00	=	N	0	0	0	\$72,800	\$85,661	\$98,522	\$73,892	\$100,000	\$73,892	\$0
PUEBLO	PRINCIPAL PLANNER	DIRECTOR/PLANNING AND COMMUNITY DEVELOPMENT	01/2020	2085.00	=	Y	0	0	0	\$71,232	\$79,119	\$87,006	\$0	\$0	\$0	\$0
RIDGWAY	Town PLANNER	Town Manger	01/2020	2080.00	=	Y	0	1	1	\$46,456	\$55,542	\$64,627	\$46,456	\$64,627	\$59,998	\$55,489
STEAMBOAT SPRINGS	Principal Planner	Director of Community Development	01/2019	2080.00	=	N	0	0	1	\$73,176	\$89,641	\$106,106	\$90,459	\$90,459	\$0	\$0
WESTMINSTER	Principal Planner	Planning Manager	01/2020	2085.00	=	Y	5	5	2	\$96,493	\$108,555	\$120,617	\$110,349	\$120,617	\$115,483	\$115,483
Average										\$75,884	\$89,277	\$102,671	\$86,304	\$97,818	\$90,912	\$94,916
<b><u>Job # B034.5 - PROCUREMENT SPECIALIST</u></b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Procurement Specialist	Purchasing Manager	01/2020	2080.00	=	Y	0	0	2	\$56,849	\$67,290	\$77,731	\$56,849	\$66,867	\$61,857	\$0
AURORA	Projects Administrator	Manager of Purchasing and Contracts	01/2020	2080.00	=	N	0	0	1	\$52,123	\$69,062	\$86,002	\$94,292	\$94,292	\$94,292	\$0
BRIGHTON	Contracts and Procurement Specialist		03/2020	2080.00	=	N	0	0	1	\$54,368	\$64,426	\$74,485	\$65,215	\$65,215	\$65,215	\$0
COLORADO SPRINGS	Senior Contracting Specialist	Procurement Services Manager	02/2020	2080.00	=	N	0	0	3	\$58,102	\$69,855	\$81,608	\$65,000	\$68,727	\$66,742	\$0
DENVER	Buyer Senior		03/2020	2080.00	=	Y	0	0	7	\$62,465	\$81,204	\$99,944	\$68,952	\$99,944	\$88,989	\$89,534
GRAND JUNCTION	Senior Buyer	Purchasing Supervisor	01/2020	2080.00	=	Y	0	0	2	\$56,405	\$67,686	\$78,967	\$67,059	\$67,059	\$67,059	\$0
LAKEWOOD	Contract Administrator		01/2020	2080.00		Y			1	\$67,538	\$81,026	\$94,515	\$78,229	\$78,229	\$78,229	\$0
LONGMONT	Procurement Specialist	Purchasing & Contracts Manager	01/2020	2080.00	=	N	0	0	2	\$72,281	\$79,509	\$86,737	\$76,300	\$82,734	\$79,517	\$79,517
STEAMBOAT SPRINGS	CONTRACTS & RISK ANALYST (now Sr. Procurement Agent)	GENERAL SERVICES DIRECTOR	01/2019	2080.00	=	Y	0	0	1	\$54,978	\$67,348	\$79,719	\$73,734	\$73,734	\$0	\$0
THORNTON	Senior Purchasing Analyst	Purchasing Manager	01/2020	2080.00	=	Y	0	0	1	\$73,778	\$85,582	\$97,387	\$85,988	\$85,988	\$85,988	\$0
WESTMINSTER	Procurement Officer	Finance Director	01/2020	2085.00	=	Y	0	0	1	\$72,254	\$81,286	\$90,318	\$90,318	\$90,318	\$90,318	\$90,318
Average										\$61,922	\$74,025	\$86,128	\$74,721	\$79,373	\$77,821	\$86,456
<b><u>Job # B044 - PROGRAMMER ANALYST</u></b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Programmer Analyst II	Public Safety Systems Manager	01/2020	2080.00	=	Y	0	0	1	\$52,123	\$69,062	\$86,002	\$89,502	\$89,502	\$89,502	\$0
BROOMFIELD	GIS Data Administrator	Mgr of GIS and Applications	01/2020	2080.00	=	Y	0	0	0	\$70,824	\$83,772	\$96,720	\$0	\$0	\$0	\$0
DENVER	IT Developer Associate		03/2020	2080.00	=	Y	0	0	14	\$69,576	\$90,449	\$111,322	\$71,059	\$102,223	\$86,539	\$86,703
GREELEY	PROGRAMMER ANALYST	Chief Information Officer	01/2020	2080.00	=	Y	0	0	1	\$68,025	\$85,026	\$102,026	\$85,030	\$85,030	\$85,030	\$0
LOVELAND	Business Analyst	Business Analyst Group Leader	01/2020	2080.00	=	N	0	0	3	\$62,200	\$79,300	\$96,400	\$82,576	\$94,868	\$87,568	\$0
SUMMIT COUNTY	Programmer/Analyst	IS Director	07/2019	2080.00	=	N	0	0	4	\$65,908	\$82,385	\$98,862	\$95,036	\$99,836	\$96,908	\$0

THORNTON	Programmer Analyst I	Applications Services Manager	01/2020	2080.00	=	Y	0	0	1	\$73,778	\$85,582	\$97,387	\$86,692	\$87,061	\$86,877	\$0
WESTMINSTER	Software Engineer II	Software Engineer Manager	01/2020	2085.00	=	Y	0	0	4	\$83,499	\$93,936	\$104,373	\$104,373	\$104,373	\$104,373	\$104,373
Average										\$68,242	\$83,689	\$99,137	\$87,753	\$94,699	\$90,971	\$95,538
<b>Job # B012.6 - PROJECT MANAGER</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
FORT COLLINS	Project Manager	Director of IT	01/2020	2080.00	=	Y	0	0	4	\$55,472	\$73,962	\$92,453	\$73,105	\$83,578	\$76,461	\$70,463
GLENWOOD SPRINGS	Application Support Specialist		01/2020	2080.00	=	Y	0	0	0	\$68,907	\$84,460	\$100,013	\$49,275	\$49,275	\$49,275	\$0
GREENWOOD VILLAGE				0.00		N			0	\$62,307	\$82,399	\$102,491	\$62,316	\$101,441	\$84,329	\$0
SUMMIT COUNTY	Deputy Clerk & Recorder		07/2019	2080.00		Y			1	\$58,784	\$73,480	\$88,177	\$61,834	\$61,834	\$61,834	\$61,834
Average										\$61,368	\$78,576	\$95,784	\$61,633	\$74,032	\$67,975	\$66,148
<b>Job # B066 - PUBLIC INFORMATION OFFICER</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Communications Manager	City Manager	01/2020	2080.00	=	Y	6	1	1	\$99,406	\$117,664	\$135,921	\$133,256	\$133,256	\$133,256	\$0
ASPEN	Community Response Officer	Assistant City Manager	01/2019	2080.00	=	Y	0	0	1	\$49,639	\$59,692	\$69,744	\$50,128	\$50,128	\$50,128	\$0
AURORA	Senior Public Information Officer	Varies	01/2020	2080.00	=	Y	0	0	4	\$47,384	\$62,784	\$78,183	\$72,568	\$79,400	\$75,127	\$0
BRIGHTON	Interim Public Information and Community Resources Director	City Manager	03/2020	2080.00	=	Y	0	0	1	\$117,967	\$146,629	\$175,291	\$153,651	\$153,651	\$153,651	\$0
CANON CITY		City Administrator	01/2019	2080.00	=	N	0	0	0	\$54,818	\$64,491	\$74,164	\$56,463	\$56,463	\$56,463	\$0
COLORADO SPRINGS	Senior Public Communications Specialist	Public Communications Manager	02/2020	2080.00	=	Y	0	0	4	\$69,031	\$82,994	\$96,958	\$70,273	\$82,304	\$76,653	\$0
COMMERCE CITY	Community Relations Manager	Deputy City Manager	01/2020	2080.00	=	Y	0	4	1	\$81,080	\$101,350	\$121,620	\$93,242	\$93,242	\$93,242	\$0
DENVER	Marketing and Communications Manager		03/2020	2080.00	=	Y	0	0	14	\$87,200	\$113,360	\$139,520	\$90,482	\$139,520	\$110,270	\$108,928
ESTES PARK	Public Information Officer	Town Administrator	01/2020	2080.00	=	Y	1	1	1	\$70,123	\$85,900	\$101,677	\$86,426	\$86,426	\$86,426	\$0
FORT COLLINS	Director, Communications	Assistant City Manager	01/2020	2080.00	=	Y	0	0	1	\$99,915	\$133,220	\$166,526	\$114,445	\$114,445	\$114,445	\$108,995
FOUNTAIN	POLICE ADMINISTRATION SUPERVISOR/ PSIO	Police Administrator	02/2020	2080.00	=	N	7	0	1	\$46,318	\$56,508	\$66,698	\$47,244	\$68,032	\$56,693	\$56,693
GRAND JUNCTION	City Public Information Manager	City Manager	1/2020	2080.00	=	N	0	0	0	\$86,032	\$103,238	\$120,445	\$0	\$0	\$0	\$0
LA JUNTA	Public Information/Grants Coordinator		01/2020	2080.00	=	N	0	0	0	\$36,816	\$40,783	\$44,751	\$0	\$0	\$0	\$0
LONGMONT	Public Information Officer	Assistant to the City Manager	01/2020	2080.00	=	Y	0	0	1	\$75,508	\$83,058	\$90,609	\$85,728	\$85,728	\$85,728	\$85,728
LOVELAND	Public Information Officer	Assistant City Manager	01/2020	2080.00	=	Y	0	1	1	\$58,100	\$74,100	\$90,100	\$75,744	\$75,744	\$75,744	\$0
MEAD	Public Information Officer	Town Manager	1/2020	2080.00	=	N	0	0	1	\$66,200	\$82,700	\$99,200	\$0	\$0	\$85,009	\$0
THORNTON	Communications Content Supervisor	Communications Director	01/2020	2080.00	=	Y	2	2	1	\$84,468	\$97,983	\$111,498	\$111,114	\$111,114	\$111,114	\$0
Average										\$72,353	\$88,615	\$104,877	\$88,626	\$94,961	\$90,930	\$90,086
<b>Job # B067 - PUBLIC INFORMATION SPECIALIST</b>																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ASPEN	Outreach Coordinator		01/2019	2080.00	=	N	0	0	1	\$47,096	\$56,633	\$66,170	\$55,515	\$55,515	\$55,515	\$0
AURORA	Public Relations Specialist	Varies	01/2020	2080.00	=	Y	0	0	1	\$43,076	\$57,076	\$71,076	\$72,542	\$72,542	\$72,542	\$0
BRIGHTON	Senior Communication Specialist		03/2020	2080.00	=	N	0	0	0	\$55,420	\$65,672	\$75,925	\$0	\$0	\$0	\$0
BROOMFIELD	Sr Comm Engagement Specialist/Public Information & Education Coordinator	Comm Engagement Manager	01/2020	2080.00	=	Y	0	0	3	\$61,984	\$77,584	\$93,184	\$71,240	\$82,326	\$76,783	\$0
COLORADO SPRINGS	Public Communications Specialist II	Senior Public Communications Specialist or Public Communications Manager	02/2020	2080.00	=	Y	0	0	4	\$53,304	\$64,086	\$74,869	\$57,644	\$64,737	\$60,287	\$0
COMMERCE CITY	Communications Specialist II	Communications Manager	01/2020	2080.00	=	Y	0	0	2	\$47,198	\$58,998	\$70,797	\$54,278	\$56,980	\$55,629	\$0
DENVER	Marketing and Communications Professional II		03/2020	2080.00	=	N	0	0	18	\$62,465	\$81,204	\$99,944	\$64,701	\$92,016	\$77,920	\$79,518
DURANGO	Public Information Specialist	Administrative Services Director/City Clerk	01/2020	2080.00	=	N	0	0	2	\$50,073	\$60,088	\$70,102	\$50,073	\$54,907	\$52,490	\$0
ENGLEWOOD	Communications Coordinator	City Manager	01/2019	2080.00	=	Y	0	0	1	\$63,085	\$77,330	\$91,575	\$70,171	\$70,171	\$70,171	\$0
GLENWOOD SPRINGS	PIO		01/2020	2080.00			0	0	1	\$56,856	\$68,238	\$79,619	\$66,950	\$66,950	\$66,950	\$0
GREENWOOD VILLAGE	Communications Officer		02/2020	2080.00	=	N	0	0	1	\$67,246	\$81,287	\$95,328	\$93,600	\$93,600	\$93,600	\$0
LONGMONT	Public Information Specialist	Public Information Officer	01/2020	2080.00	=	N	0	0	1	\$66,550	\$73,205	\$79,860	\$76,520	\$76,520	\$76,520	\$76,520
MOUNTAIN VILLAGE	Public Information Specialist	Bus Devel & Sustainability Senior Mgr		2080.00	=	N	0	0	1	\$50,618	\$59,478	\$68,337	\$58,000	\$58,000	\$58,000	\$0
NORTHGLENN	Public Communication Specialist	Communications Manager	01/2020	2080.00	=	Y	0	0	1	\$55,100	\$67,500	\$79,900	\$59,779	\$59,779	\$59,779	\$0
PUEBLO	PUBLIC RELATIONS & MEDIA SPEC	DIRECTOR/IT	01/2020	2085.00	=	N	0	0	1	\$56,543	\$66,890	\$77,237	\$77,237	\$77,237	\$77,237	\$0
WESTMINSTER	Public Information Specialist	Fire Marshal	01/2020	2085.00	=	Y	0	0	1	\$67,213	\$75,614	\$84,016	\$84,016	\$84,016	\$84,016	\$84,016

Average											\$56,489	\$68,180	\$79,871	\$67,484	\$71,020	\$69,163	\$80,018
Job # M28 - PUBLIC WORKS DIRECTOR																	
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual				
										Min	Mid	Max	Low	High	Avg	Median	
ALAMOSA	ASSISTANT CITY MANAGER	CITY MANAGER	01/2020	2080.00	=	Y	34	6	1	\$77,426	\$96,794	\$116,161	\$82,400	\$82,400	\$82,400	\$82,400	
ARVADA	Director Public Works	Deputy City Manager	01/2020	2080.00	=	Y	95	6	1	\$132,560	\$156,468	\$180,375	\$176,839	\$176,839	\$176,839	\$0	
AURORA	Director of Public Works	Deputy City Manager/Operations	01/2020	2080.00	=	Y	259	5	1	\$107,461	\$144,380	\$181,299	\$160,506	\$160,506	\$160,506	\$0	
BASALT	Public Works Director	Town Manager	01/2020	2080.00	=	N	0	0	1	\$103,344	\$129,090	\$154,836	\$141,511	\$141,511	\$141,511	\$141,511	
BENNETT	Public Works Director	Deputy Town Administrator	01/2020	2080.00	=	N	3	0	1	\$90,305	\$118,672	\$147,039	\$90,305	\$147,039	\$118,672	\$118,672	
BERTHOUD	Public Works Director	Town Administrator	01/2020	2080.00	=	N	15	0	1	\$89,805	\$103,818	\$117,832	\$94,348	\$94,348	\$94,348	\$0	
BLACK HAWK	Public Works Director	City Manager	01/2020	2080.00	=	N	29	8	1	\$134,839	\$155,065	\$175,291	\$0	\$0	\$0	\$0	
BRECKENRIDGE	Public Works Director	Assistant Town Manager	01/01/20	2080.00	=	N	0	0	1	\$100,700	\$125,900	\$151,100	\$137,184	\$137,184	\$137,184	\$0	
BRIGHTON	Director of Infrastructue	City Manager	03/2020	2080.00	=	Y	0	0	1	\$130,063	\$154,137	\$178,211	\$159,600	\$159,600	\$159,600	\$0	
BROOMFIELD	Director of Public Works	Assistant City & County Manager	01/2020	2080.00	=	Y	141	11	1	\$155,480	\$173,160	\$190,840	\$170,997	\$170,997	\$170,997	\$0	
BRUSH	Director of Public Works (includes Utilities)	City Administrator	01/2020	2080.00	=	Y	20	0	1	\$75,853	\$96,655	\$117,457	\$78,910	\$81,277	\$81,277	\$0	
BUENA VISTA	PUBLIC WORKS DIRECTOR		02/2020	2080.00	=	Y	0	0	1	\$79,044	\$94,216	\$109,388	\$85,147	\$85,147	\$85,147	\$0	
BURLINGTON	Public Works Director	City Administrator	01/2020	2080.00	<	Y	12	0	0	\$58,499	\$70,540	\$82,582	\$0	\$0	\$0	\$0	
CARBONDALE	PUBLIC WORKS DIRECTOR	TOWN MANAGER	01/2020	2080.00	=	Y	9	9	1	\$99,931	\$124,967	\$150,004	\$116,458	\$116,458	\$116,458	\$124,968	
CASTLE ROCK	PUBLIC WORKS DIRECTOR	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0	
CEDAREDGE	Public Works Director	Town Administrator	01/2020	2080.00	=	N	8	0	2	\$50,539	\$62,912	\$75,284	\$64,272	\$64,272	\$64,272	\$0	
CENTRAL CITY	Public Works Director	City Manager	01/2020	2080.00	=	Y	7	0	1	\$78,282	\$92,282	\$106,283	\$78,282	\$78,282	\$78,282	\$0	
CHERRY HILLS VILLAGE	Director of Public Works	City Manager	01/2020	2080.00	=	Y	14	3	1	\$109,230	\$135,668	\$162,107	\$162,107	\$162,107	\$162,107	\$0	
COLORADO SPRINGS	Public Works Director/City Engineer	Chief of Staff	02/2020	2080.00	=	N	0	0	1	\$145,237	\$174,616	\$203,994	\$175,000	\$175,000	\$175,000	\$0	
COMMERCE CITY	Director of Public Works	Deputy City Manager	01/2020	2080.00	=	Y	0	5	1	\$116,693	\$157,536	\$198,378	\$151,234	\$151,234	\$151,234	\$0	
CORTEZ	Director of Public Works	City Manager	01/2020	2080.00	=	Y	32	0	1	\$78,395	\$99,996	\$121,597	\$104,645	\$104,645	\$104,645	\$0	
CRESTED BUTTE	Public Works Director	Town Manager	01/2020	2080.00	>	Y	10	9	1	\$96,333	\$110,783	\$125,233	\$98,281	\$98,281	\$98,281	\$0	
CRIPPLE CREEK	Public Works Director	City Administrator	01/2020	2080.00	=	Y	8	2	1	\$79,462	\$93,484	\$107,507	\$88,862	\$88,862	\$88,862	\$0	
DACONO	PUBLIC WORKS DIRECTOR	City Administrator	01/2020	2080.00	=	Y	4	4	1	\$83,018	\$103,824	\$124,630	\$94,213	\$94,213	\$94,213	\$0	
DELTA	Public Works Director	City Manager	01/2020	2080.00	=	Y	7	0	1	\$0	\$0	\$0	\$107,699	\$107,699	\$107,699	\$0	
DENVER	Manager Department of Transportation and Infrastructure		03/2020	2080.00	=	Y	0	0	1	\$24,960	\$77,480	\$130,000	\$190,625	\$190,625	\$190,625	\$190,625	
DILLON	Public Works Director	Town Manager	01/2020	2080.00	=	Y	24	4	1	\$98,844	\$118,613	\$138,382	\$124,745	\$124,745	\$124,745	\$0	
EATON			01/2020	2080.00					0	\$0	\$0	\$0	\$68,958	\$68,958	\$68,958	\$0	
ENGLEWOOD	Director of Public Works	City Manager	01/2019	2080.00	=	Y	0	0	1	\$107,143	\$136,650	\$166,158	\$138,893	\$138,893	\$138,893	\$0	
ERIE	Public Works Director	Town Administrator	02/2020	2080.00	=	Y	42	4	1	\$126,863	\$152,484	\$178,105	\$127,500	\$127,500	\$127,500	\$0	
ESTES PARK	Public Works Director	Town Administrator	01/2020	2080.00	>	Y	40	5	1	\$113,679	\$139,257	\$164,836	\$131,696	\$131,696	\$131,696	\$0	
EVANS	Public Works Director	City Manager	01/2020	2080.00	=	Y	21	5	1	\$117,008	\$146,260	\$175,512	\$133,900	\$133,900	\$133,900	\$133,900	
FIRESTONE	Public Works Director	Town Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$141,000	\$141,000	\$141,000	\$141,000	
FLORENCE	Public Works Director	City Manager	01/2020	2080.00	=	Y	11	9	3	\$68,312	\$69,337	\$70,362	\$70,578	\$70,578	\$70,578	\$70,578	
FORT LUPTON	Director of Public Works and City Engineer	City Administrator	02/2020	2080.00	=	Y	10	2	1	\$85,000	\$106,250	\$127,500	\$117,790	\$117,790	\$117,790	\$0	
FORT MORGAN	Director of Public Works and Engineering	City Manager	3/2020	2080.00	=	N	0	0	1	\$83,800	\$104,800	\$125,800	\$118,450	\$118,450	\$118,450	\$0	
FREDERICK	Public Works Director	Town Manager	01/2020	2080.00	=	Y	0	6	1	\$101,000	\$123,220	\$145,440	\$106,050	\$106,050	\$106,050	\$0	
FRISCO	Public Works Director	Town Manager	01/2020	2080.00	=	Y	19	5	1	\$97,698	\$127,008	\$156,317	\$96,682	\$96,682	\$96,682	\$0	
FRUITA	Public Works Director	City Manager	01/2020	2080.00	=	Y	16	5	1	\$90,691	\$98,693	\$106,695	\$95,879	\$95,879	\$95,879	\$0	
GLENDALE	Public Works Director	Deputy City Manager	02/2020	2080.00	=	Y	13	4	1	\$115,000	\$132,500	\$150,000	\$133,673	\$133,673	\$133,673	\$0	
GLENWOOD SPRINGS	Public Works Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$104,030	\$130,038	\$156,045	\$117,365	\$117,365	\$117,365	\$0	
GOLDEN	Director of Public Works	City Manager	1/2020	2080.00	=	Y	51	4	1	\$132,200	\$165,300	\$198,400	\$174,000	\$174,000	\$174,000	\$0	
GRAND JUNCTION	Public Works Director	City Manager	01/2020	2080.00	>	Y	132	4	1	\$0	\$0	\$0	\$129,416	\$129,416	\$129,416	\$0	
GRAND LAKE	Public Works Director	Town Manager	01/2020	2080.00	<	N	3	0	1	\$0	\$0	\$0	\$82,218	\$82,218	\$82,218	\$82,218	
GREELEY	PUBLIC WORKS DIRECTOR	City Manager	01/2020	2080.00	=	Y	0	9	1	\$145,600	\$182,000	\$218,400	\$164,008	\$164,008	\$164,008	\$0	
GREENWOOD VILLAGE	Public Works Director	City Manager	01/2020	2080.00	=	Y	0	5	1	\$118,973	\$146,423	\$173,873	\$132,329	\$132,329	\$132,329	\$0	
GUNNISON	Public Works Director	City Manager	01/2020	2080.00	=	Y	32	5	1	\$98,400	\$115,600	\$132,800	\$132,800	\$132,800	\$132,800	\$0	
GUNNISON COUNTY	DEPUTY COUNTY MANAGER	COUNTY MANAGER	01/2020	2080.00	=	Y	42	0	0	\$99,893	\$120,595	\$141,297	\$0	\$0	\$0	\$0	
GYPSUM	Public Works Director	Town Mgr & Assistant Mgr	01/2020	2080.00	=	Y	3	8	1	\$0	\$0	\$0	\$109,075	\$109,075	\$109,075	\$0	
HAYDEN	Public Works Director	Town Manager	01/2020	2080.00	=	N	10	3	1	\$69,398	\$78,938	\$88,477	\$80,719	\$80,719	\$80,719	\$0	
HOTCHKISS	Public Works Director	Board of Trustees	01/2020	2080.00	=	N	3	0	1	\$58,557	\$67,842	\$77,126	\$66,231	\$66,231	\$66,231	\$0	
IGNACIO	Public Works Director		01/2019	2080.00	=	N	0	3	1	\$44,760	\$54,002	\$63,245	\$51,874	\$51,874	\$51,874	\$0	
KIOWA	Publicworks Director	Town of Administrator	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$45,000	\$45,000	\$45,000	\$0	
LAFAYETTE	Public Works Director	City Administrator	01/2020	2080.00	=	Y	40	5	1	\$125,000	\$156,250	\$187,500	\$170,019	\$170,019	\$170,019	\$0	
LAKE CITY	Public Works Director	Town Manager	01/2020	2080.00	=	N	2	2	1	\$0	\$0	\$0	\$59,197	\$59,197	\$59,197	\$59,197	
LAKEWOOD	Director of Public Works		01/2020	2080.00	=	Y	117	6	1	\$109,886	\$151,809	\$193,731	\$181,584	\$181,584	\$181,584	\$0	
LAMAR	Public Works Director	City Administrator/Assitant City Administrator	01/2020	2080.00	=	Y	24	5	1	\$66,513	\$81,064	\$95,614	\$72,027	\$72,027	\$72,027	\$83,957	
LASALLE	Public Works Director	Board of Trustees	01/2020	2080.00	=	N	4	4	1	\$0	\$0	\$0	\$92,560	\$92,560	\$92,560	\$0	
LONE TREE			01/2020	2080.00					1	\$98,800	\$126,000	\$153,200	\$139,387	\$0	\$0	\$0	

LOUISVILLE	Director of Public Works	City Manager	02/2020	2080.00	=	Y	40	6	1	\$120,723	\$146,702	\$172,681	\$169,284	\$169,284	\$169,284	\$0
LOVELAND	Director of Public Works	City Manager	01/2020	2080.00	=	Y	0	7	1	\$116,800	\$151,800	\$186,800	\$147,472	\$147,472	\$147,472	\$0
MANCOS	Public Works Director/Crew Foreman	Town Administrator	01/2020	2080.00	=	Y	2	2	1	\$0	\$0	\$0	\$70,740	\$70,740	\$70,740	\$0
MANITOU SPRINGS	Public Works Director	City Administrator	01/2020	2080.00	=	Y	0	0	1	\$89,008	\$106,810	\$124,611	\$97,908	\$115,710	\$0	\$106,809
MEAD	Public Works Director		1/2020	2080.00	=	Y	0	0	1	\$0	\$78,050	\$156,100	\$0	\$0	\$120,404	\$0
MEEKER	Public Works Director	Town Manager	01/2020	2080.00	=	N	4	0	1	\$71,656	\$81,026	\$90,397	\$71,656	\$90,397	\$87,210	\$0
MONTE VISTA	PUBLIC WORKS DIRECTOR	CITY MANAGER	01/2020	2080.00	=	Y	11	3	1	\$86,880	\$106,560	\$126,240	\$89,452	\$89,452	\$89,452	\$0
MONTROSE	Public Works Manager	City Manager	01/2020	2080.00	=	Y	65	5	1	\$102,011	\$123,979	\$145,947	\$81,559	\$111,545	\$101,677	\$0
MONUMENT	Public Works Director	Town Manager	01/2019	2080.00	=	N	15	15	1	\$80,000	\$101,046	\$122,092	\$108,178	\$108,178	\$108,178	\$0
MORRISON	Public Works Director	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$97,597	\$97,597	\$97,597	\$0
MOUNTAIN VILLAGE	DIRECTOR PUBLIC WORKS	TOWN MANAGER	01/2020	2080.00	=	N	0	0	1	\$87,144	\$102,396	\$117,649	\$116,489	\$116,489	\$116,489	\$0
NEW CASTLE	Public Works Director	Town Administrator	01/2020	2080.00	=	Y	14	0	1	\$0	\$0	\$0	\$109,322	\$109,322	\$109,322	\$0
NORTHGLENN	Director of Public Works/Utilities	City Manager	01/2020	2080.00	=	Y	10	10	1	\$129,700	\$162,150	\$194,600	\$131,206	\$131,206	\$131,206	\$0
OURAY	Public Works Director	City Administrator	01/2020	2080.00	=	Y	7	7	1	\$92,371	\$110,846	\$129,321	\$88,263	\$88,263	\$88,263	\$0
PAGOSA SPRINGS	Public Works Director		01/2020	2080.00	=	Y	0	0	1	\$72,165	\$87,006	\$101,847	\$76,500	\$76,500	\$76,500	\$0
PALISADE	PUBLIC WORKS DIRECTOR	Town Administrator	01/2019	2080.00	=	Y	9	0	1	\$74,595	\$82,741	\$90,887	\$74,595	\$90,887	\$80,331	\$0
PAONIA	PUBLIC WORKS DIRECTOR	TOWN ADMIN/CLERK	01/2020	2080.00	=	N	5	5	1	\$64,230	\$74,744	\$85,259	\$73,840	\$73,840	\$73,840	\$0
PARACHUTE	Public Works Director	Town Administrator	01/2019	2080.00	=	N	4	0	1	\$0	\$0	\$0	\$83,084	\$83,084	\$83,084	\$0
PARKER	Public Works Director		01/2019	2080.00	=	N	0	0	1	\$91,800	\$104,000	\$116,200	\$152,941	\$152,941	\$152,941	\$0
PLATTEVILLE	Public Works Director	Town Manager	01/2020	2080.00	<	Y	5	0	1	\$0	\$0	\$0	\$73,032	\$73,032	\$73,032	\$0
PUEBLO	DIRECTOR/PUBLIC WORKS	MAYOR	01/2020	2085.00	=	Y	93	6	1	\$120,713	\$134,124	\$147,534	\$120,713	\$120,713	\$120,713	\$0
RANGELY	PUBLIC WORKS SUPERVISOR		01/2020	2080.00	=	N	0	0	1	\$61,200	\$66,300	\$71,400	\$61,200	\$71,400	\$68,340	\$0
RIFLE	Public Works Director		01/2020	2080.00	=	Y			1	\$90,825	\$113,610	\$136,395	\$99,263	\$99,263	\$99,263	\$99,263
ROCKY FORD	DIRECTOR OF PUBLIC WORKS	City Manger	01/2020	2080.00	=	Y	15	3	1	\$39,390	\$52,782	\$66,175	\$0	\$0	\$0	\$0
SAGUACHE	Public Works Director	Board of Trustees and Town Clerk	01/2019	2080.00	=	N	0	0	1	\$29,580	\$34,550	\$39,520	\$35,320	\$39,520	\$37,420	\$37,420
SALIDA	PUBLIC WORKS DIRECTOR	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	0	0	1	\$78,005	\$97,506	\$117,007	\$97,506	\$97,506	\$97,506	\$97,506
SEVERANCE	Public Works Director	Town Administrator	01/2020	2080.00	<	Y	8	0	1	\$0	\$0	\$0	\$80,000	\$85,000	\$90,000	\$90,000
SILT	Public Works Director	Town Administrator	01/2020	2080.00	=	Y	6	0	1	\$56,500	\$67,250	\$78,000	\$74,777	\$74,777	\$74,777	\$0
SILVERTHORNE	Public Works Director	Assistant Town Manager	01/2020	2080.00	=	Y	42	7	1	\$110,917	\$129,403	\$147,890	\$131,090	\$131,090	\$131,090	\$0
SNOWMASS VILLAGE	PUBLIC WORKS DIRECTOR /GENERAL MANAGER		07/2019	2080.00	=	N			0	\$95,677	\$114,812	\$133,947	\$129,896	\$129,896	\$129,896	\$0
STEAMBOAT SPRINGS	Public Works Director	City Manager	01/2019	2080.00	=	Y	32	6	1	\$105,176	\$128,840	\$152,505	\$122,471	\$122,471	\$0	\$0
STERLING	Public Works Director	City Manager	01/2020	2080.00	=	Y	38	7	1	\$84,428	\$101,345	\$118,263	\$81,968	\$81,968	\$81,968	\$0
SUMMIT COUNTY			07/2019	2080.00	=	N			1	\$104,058	\$135,276	\$166,493	\$147,416	\$147,416	\$147,416	\$0
SUPERIOR	Public Works and Utilities Director	Town Manager	01/2020	2080.00	>	Y	7	3	1	\$97,755	\$132,468	\$167,180	\$136,249	\$136,249	\$136,249	\$0
TELLURIDE	Public Works Director	Town Manager	03/2020	2080.00	=	Y	0	0	1	\$99,661	\$122,085	\$144,509	\$107,640	\$107,640	\$107,640	\$0
TRINIDAD	Public Works Director	City Manager	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$73,678	\$73,678	\$73,678	\$0
VAIL	Public Works Director		01/2020	2080.00	=	Y	0	0	1	\$110,168	\$137,710	\$165,252	\$157,447	\$157,447	\$157,447	\$0
WELLINGTON	Public Works Director	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$103,400	\$129,240	\$155,080	\$106,814	\$106,814	\$106,814	\$0
WESTMINSTER	Public Works and Utilities Director	City Manager	01/2020	2080.00	=	N	0	5	1	\$153,376	\$172,548	\$191,720	\$191,720	\$191,720	\$191,720	\$191,720
WHEAT RIDGE	Public Works Director	City Manager	01/2020	2080.00	=	Y	30	3	1	\$100,218	\$127,802	\$155,386	\$132,403	\$132,403	\$132,403	\$0
WINDSOR	Director of Public Works	Town Manager	02/2020	2080.00	=	Y	26	3	1	\$94,400	\$118,000	\$141,600	\$126,693	\$126,693	\$126,693	\$0
WINTER PARK	Public Works Director	Town Manager	01/2020	2080.00	=	Y	9	9	1	\$85,715	\$104,083	\$122,451	\$108,800	\$108,800	\$108,800	\$0
WOODLAND PARK	PUBLIC WORKS DIRECTOR/CITY ENGINEER	CITY MANAGER	01/2020	2080.00	=	Y	30	5	1	\$99,145	\$118,998	\$138,852	\$100,767	\$100,767	\$100,767	\$0
Average										\$95,374	\$116,297	\$138,329	\$112,000	\$113,410	\$112,809	\$108,926

#### Job # S29 - PUBLIC WORKS SUPERINTENDENT

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BASALT	Assistant Public Works Director	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$65,051	\$79,644	\$94,238	\$89,805	\$89,805	\$89,805	\$89,805
BENNETT	Assistant Public Works Director	Public Works Director	01/2020	2080.00	=	Y	3	0	1	\$76,797	\$95,486	\$114,175	\$76,797	\$114,175	\$95,486	\$95,486
CORTEZ	Public Works Superintendent	Director of Public Works	01/2020	2080.00	=	Y	25	0	1	\$54,309	\$67,902	\$81,494	\$72,197	\$72,197	\$72,197	\$0
CRESTONE	Public Works Coordinator	Town clerk	01/2020	2016.00	=	N	1	0	0	\$31,000	\$34,500	\$38,000	\$0	\$0	\$0	\$0
DACONO	Public Works Supervisor	Public Work Manager	01/2020	2080.00	=	Y	3	3	1	\$51,912	\$64,890	\$77,868	\$66,972	\$66,972	\$66,972	\$0
EATON			01/2020	2080.00	=	N			1	\$0	\$0	\$0	\$65,000	\$65,000	\$65,000	\$0
ERIE	Operations and Maintenance Manager	Public Works Director	02/2020	2080.00	=	N	18	3	1	\$81,821	\$98,346	\$114,870	\$107,412	\$107,412	\$107,412	\$0
ESTES PARK	Public Works Operations Manager	Public Works Director	01/2020	2080.00	=	Y	13	3	1	\$76,457	\$93,661	\$110,864	\$109,912	\$109,912	\$109,912	\$0
FEDERAL HEIGHTS	PUBLIC WORKS Director	City Manager	01/2020	2080.00	>	Y	8	1	1	\$104,253	\$130,316	\$156,379	\$123,406	\$123,406	\$123,406	\$0
FORT LUPTON	Public Works Operations Manager	Public Works Director/City Engineer	02/2020	2080.00	=	Y	0	0	1	\$62,500	\$78,125	\$93,750	\$79,019	\$79,019	\$79,019	\$0
FORT MORGAN	Sanitation Superintendent	Director of Public Works	3/2020	2080.00	=	N	4	0	1	\$47,500	\$59,400	\$71,300	\$57,905	\$57,905	\$57,905	\$0
FREDERICK	Public Works Supervisor	Public Works Director	01/2020	2080.00	=	N	11	0	2	\$57,407	\$66,664	\$75,921	\$60,277	\$66,139	\$63,208	\$0
FRISCO	ASST. PUBLIC WORKS DIRECTOR	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$78,840	\$98,550	\$118,259	\$79,877	\$79,877	\$79,877	\$0
FRUITA	Public Works Superintendent	Public Works Director	01/2020	2080.00	=	Y	8	4	1	\$64,858	\$70,580	\$76,303	\$69,451	\$69,451	\$69,451	\$0
GILCREST	Public Works Foreman		01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$68,061	\$68,061	\$68,061	\$0
GLENDALE	Information Systems Coordinator	Public Works Director	02/2020	2080.00	=	N	3	3	1	\$85,000	\$97,500	\$110,000	\$105,870	\$105,870	\$105,870	\$0
GUNNISON COUNTY	OPERATIONS MANAGER	DEPUTY COUNTY MANAGER/PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$66,435	\$80,204	\$93,973	\$93,973	\$93,973	\$93,973	\$0



GYPSUM	Assistant Public Works Director	Public Works Director	01/2020	2080.00	=	Y	5	0	1	\$0	\$0	\$0	\$81,661	\$81,661	\$81,661	\$0
HAYDEN	Superintendent	Public Works Director	01/2020	2080.00	=	N	3	1	1	\$58,539	\$66,586	\$74,633	\$70,848	\$70,848	\$70,848	\$0
KERSEY	PUBLIC WORKS OPERATIONS MANAGER	Town Manager	01/2020	2080.00	>	N	2	0	2	\$53,935	\$358,382	\$662,829	\$0	\$0	\$0	\$0
LARKSPUR	Director of Public Works and Park Maintenance	Mayor/Town Council	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$60,000	\$60,000	\$60,000	\$60,000
LOVELAND	Streets & Solid Waste Manager	Director of Public Works	01/2020	2080.00	=	Y	0	3	1	\$93,700	\$121,800	\$149,900	\$135,158	\$135,158	\$135,158	\$0
MANITOU SPRINGS	PUBLIC WORKS DIRECTOR	CITY ADMINISTRATOR	01/2020	2080.00	=	N	0	0	1	\$63,234	\$75,881	\$88,528	\$69,557	\$82,204	\$0	\$75,881
MEAD	Public Works Operations Manager		1/2020	2080.00	=	Y	0	0	1	\$60,200	\$75,200	\$90,200	\$0	\$0	\$81,910	\$0
MEEKER	Public Works Assist. Superintendent	Public Works Director	01/2020	2080.00	=	N	3	0	1	\$50,710	\$58,978	\$67,246	\$50,710	\$67,246	\$63,957	\$0
MONUMENT	Public Works Superintendent	Public Works Director	01/2019	2080.00	=	N	6	6	1	\$75,000	\$85,000	\$95,000	\$92,500	\$92,500	\$92,500	\$0
NEW CASTLE	Assistant Public Works Director	Public Works Director	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$83,595	\$83,595	\$83,595	\$0
OURAY	Public Works Foreman	Public Works Director	01/2020	2080.00	=	Y	6	6	1	\$59,253	\$71,103	\$82,953	\$59,253	\$59,253	\$59,253	\$0
PONCHA SPRINGS	Public Works Supervisor	Town Manager	01/2020	2080.00	=	N	1	0	1	\$36,000	\$45,500	\$55,000	\$54,705	\$54,705	\$54,705	\$0
RIFLE	Operations Manager/PW Superintendent		01/2020	2080.00	=	Y			1	\$75,705	\$94,658	\$113,610	\$78,074	\$78,074	\$78,074	\$78,074
ROCKY FORD	PUBLIC WORKS FOREMAN	PW DIRECTOR	01/2020	2080.00	=	N	11	11	1	\$34,569	\$36,348	\$38,127	\$35,006	\$35,006	\$35,006	\$0
SILT	Field Supervisor	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$45,000	\$55,000	\$65,000	\$63,981	\$63,981	\$63,981	\$0
SILVERTHORNE	Streets Manager	PW Director	01/2020	2080.00	<	Y	9	2	1	\$78,030	\$91,035	\$104,040	\$83,232	\$83,232	\$83,232	\$0
SOUTH FORK	Public Work Supervisor	Town Manager	01/2020	2080.00	=	N	1	1	1	\$30,600	\$35,700	\$40,800	\$38,250	\$38,250	\$38,250	\$0
TIMNATH	PUBLIC WORKS OPERATIONS SUPERVISOR		01/2020	2080.00	=	N	0	0	0	\$49,800	\$61,000	\$72,200	\$0	\$0	\$0	\$0
WELLINGTON	Public Works Superintendent	Public Works Director	01/2020	2080.00	=	N	0	0	0	\$70,900	\$86,895	\$102,890	\$77,479	\$77,479	\$77,479	\$0
WHEAT RIDGE	Operations Manager	Public Works Director	01/2020	2080.00	=	Y	15	3	1	\$88,290	\$108,206	\$128,122	\$122,893	\$122,893	\$122,893	\$0
WINDSOR	PW Division Manager	PW Director	02/2020	2080.00	=	N	0	0	1	\$82,400	\$103,000	\$123,600	\$90,126	\$90,126	\$90,126	\$0
Average										\$63,940	\$86,244	\$108,548	\$78,617	\$80,747	\$80,005	\$79,849

#### Job # M039 - PURCHASING MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Purchasing Manager	Director of Finance	01/2020	2080.00	=	Y	2	2	1	\$90,155	\$106,714	\$123,274	\$99,956	\$99,956	\$99,956	\$0
AURORA	Manager of Purchasing and Contracts	Director of Internal Services	01/2020	2080.00	=	Y	8	8	1	\$63,382	\$83,982	\$104,581	\$107,235	\$107,235	\$107,235	\$0
BRIGHTON	Procurement Manager	Controller	03/2020	2080.00	=	Y	0	0	1	\$75,648	\$89,642	\$103,637	\$89,581	\$89,581	\$89,581	\$0
BROOMFIELD	Purchasing Manager	Director of Finance	01/2020	2080.00	>	Y	1	1	1	\$84,552	\$98,072	\$111,592	\$88,130	\$88,130	\$88,130	\$0
COLORADO SPRINGS	Procurement Services Manager	CFO	02/2020	2080.00	=	N	0	0	1	\$101,197	\$121,484	\$141,772	\$108,472	\$108,472	\$108,472	\$0
DENVER	Director Purchasing		03/2020	2080.00	=	Y	0	0	1	\$93,217	\$121,182	\$149,147	\$122,143	\$122,143	\$122,143	\$122,143
FORT COLLINS	Director, Purchasing		01/2020	2080.00	=	Y	0	0	1	\$99,915	\$133,220	\$166,526	\$125,202	\$125,202	\$125,202	\$119,467
FORT MORGAN	PROCUREMENT MANAGER		3/2020	2080.00	=	N	0	0	2	\$43,200	\$54,000	\$64,800	\$54,000	\$61,524	\$57,762	\$0
GLENWOOD SPRINGS	Procurement Manager	Finance Director	01/2020	2080.00	=	N	0	0	1	\$64,581	\$77,456	\$90,331	\$87,488	\$87,488	\$87,488	\$0
GRAND JUNCTION	Purchasing Supervisor	Internal Services Manager	01/2020	2080.00	=	N	8	8	0	\$72,287	\$86,744	\$101,201	\$0	\$0	\$0	\$0
LONGMONT	Purchasing & Contracts Manager	Director of Finance and Support Services	01/2020	2080.00	=	N	0	0	1	\$92,480	\$101,728	\$110,977	\$97,620	\$97,620	\$97,620	\$97,620
PUEBLO	DIRECTOR/PURCHASING	MAYOR	01/2020	2085.00	=	Y	2	2	1	\$91,767	\$101,974	\$112,180	\$106,292	\$106,292	\$106,292	\$0
THORNTON	Purchasing Manager	Contracts and Purchasing Director	01/2020	2080.00	=	Y	5	4	1	\$87,375	\$101,355	\$115,335	\$104,868	\$104,868	\$104,868	\$0
WHEAT RIDGE	Purchasing Agent	Administrative Services Director	01/2020	2080.00	=	Y	0	0	1	\$64,647	\$80,835	\$97,023	\$68,983	\$68,983	\$68,983	\$0
Average										\$80,314	\$97,028	\$113,741	\$96,921	\$97,500	\$97,210	\$113,077

#### Job # P23 - RECREATION AIDE

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Recreation Aide (BA72)		01/2020		=	N			1	\$32,136	\$38,520	\$44,905	\$41,730	\$41,730	\$41,730	\$0
BRUSH	Recreation Assistant		01/2020	2080.00	=	N	0	0	0	\$33,724	\$41,288	\$48,853	\$34,399	\$40,006	\$40,006	\$0
GLENDALE	Performance Analyst			2080.00	>	N	0	0	2	\$0	\$0	\$0	\$40,000	\$40,000	\$40,000	\$40,000
GREENWOOD VILLAGE	Recreation Aide	Recreation Coordinator	03/11/20	0.00	=	N	0	0	25	\$24,960	\$24,960	\$24,960	\$24,960	\$24,960	\$24,960	\$0
LA JUNTA	Senior Center Recreation Aide		01/2020	2080.00	=	N	0	0	0	\$21,535	\$23,855	\$26,174	\$0	\$0	\$0	\$0
Average										\$28,089	\$32,156	\$36,223	\$35,272	\$36,674	\$36,674	\$40,000

#### Job # P24 - RECREATION CENTER RECEPTIONIST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Recreation Specialist	Recreation Supervisor	01/2019	2080.00	=	N	0	0	2	\$36,206	\$43,538	\$50,870	\$36,212	\$40,102	\$38,472	\$0
AVON	RECREATION COORDINATOR - GUEST SERVICES	Guest Services Coordinator	01/2020	2080.00	=	N	0	1	2	\$41,531	\$46,622	\$51,713	\$43,160	\$51,713	\$47,437	\$0
BRECKENRIDGE	Ice/Rec Guest Service - Lead	Recreation Coordinator - Guest Services	01/01/20	2080.00	=	N	0	0	4	\$31,300	\$37,600	\$43,900	\$33,696	\$36,400	\$35,037	\$0

BRIGHTON	Customer Service Representative (CSR)	Facilities Coordinator	03/2020	2080.00	=	N	0	0	3	\$32,970	\$39,070	\$45,169	\$34,008	\$45,169	\$40,181	\$0
BROOMFIELD	Recreation Clerk	Recreation Facility Coordinator	01/2020	2080.00	=	N	0	0	0	\$27,040	\$32,396	\$37,752	\$0	\$0	\$0	\$0
BURLINGTON	Recreation Center Receptionist	Park and Recreation Director	01/2020	2080.00	=	N	0	0	1	\$29,542	\$34,713	\$39,883	\$31,949	\$31,949	\$31,949	\$31,949
CORTEZ	Recreation Assistant/Front Desk	Director of Parks & Recreation	01/2020	2080.00	=	N	0	0	2	\$27,248	\$32,573	\$37,898	\$27,518	\$28,080	\$27,799	\$0
DELTA	Recreation Specialist I	Recreation Center Customer Service Manager	01/2020	2080.00	=	N	0	0	2	\$26,220	\$28,002	\$29,784	\$29,383	\$31,818	\$30,601	\$0
DENVER	Recreation Assistant		03/2020	2080.00	=	N	0	0	321	\$27,040	\$32,042	\$37,045	\$27,040	\$31,200	\$28,589	\$29,120
FORT LUPTON	Customer Service Representative	Recreation Manager	02/2020	2080.00	=	N	0	0	2	\$29,120	\$34,944	\$40,768	\$29,452	\$31,324	\$30,388	\$0
GUNNISON	Recreation Assistant	Parks and Recreation Director	01/2020	2080.00	=	N	0	0	1	\$38,000	\$44,600	\$51,200	\$42,950	\$42,950	\$42,950	\$0
LA JUNTA	Clerk/Typist/Receptionist		01/2020	2080.00	=	N	0	0	1	\$21,535	\$23,855	\$26,174	\$24,491	\$24,491	\$24,491	\$0
LAFAYETTE	Guest Services Specialist	Recreation Leader	01/2020	2080.00	=	N	0	0	1	\$37,847	\$47,308	\$56,770	\$39,811	\$39,811	\$39,811	\$0
OURAY	Customer Service Associate	Lead Customer Service Associate	01/2020	2080.00	=	N	0	0	0	\$41,782	\$50,135	\$58,488	\$0	\$0	\$0	\$0
PAGOSA SPRINGS	Administrative Assistant		01/2020	2080.00	=	N	0	0	1	\$36,152	\$42,684	\$49,216	\$36,152	\$36,152	\$36,152	\$0
STERLING	Recreation Clerk/Cashier	Recreation Superintendent	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$29,287	\$31,793	\$30,540	\$0
WELLINGTON	Administrative Assistant	Recreation Manager	01/2020	1040.00	=	N	0	0	0	\$33,100	\$36,435	\$39,770	\$0	\$0	\$0	\$0
WESTMINSTER	Guest Relations Clerk I/II	Facility Assistant	01/2020	2085.00	=	N	0	0	6	\$30,397	\$37,681	\$44,965	\$41,755	\$44,965	\$43,699	\$43,869
WINDSOR	GUEST SERVICES COORDINATOR	Customer Service Supervisor-CRC	02/2020	2080.00	=	N	0	0	8	\$30,800	\$37,000	\$43,200	\$30,805	\$31,574	\$31,250	\$0

<b>Average</b>										<b>\$32,102</b>	<b>\$37,844</b>	<b>\$43,587</b>	<b>\$33,604</b>	<b>\$36,218</b>	<b>\$34,959</b>	<b>\$34,979</b>
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#### Job # B107 - RECREATION COORDINATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Recreation Programmer	Recreation Operations Manager	01/2019	2080.00	=	N	0	0	2	\$42,394	\$50,979	\$59,564	\$58,406	\$58,406	\$58,406	\$0
AURORA	Recreation Specialist (AC72)	Recreation Supervisor	01/2020	2080.00	=	Y	0	0	26	\$48,204	\$57,780	\$67,357	\$44,092	\$53,968	\$50,716	\$0
BERTHOUD	Recreation Coordinator	Recreation Supervisor	01/2020	2080.00	=	N	0	0	2	\$45,036	\$52,064	\$59,091	\$47,320	\$49,712	\$48,516	\$0
BRECKENRIDGE	Recreation Coordinator (S & SE, Tennis, OD Rec, Ice, Rec GC, Ice Prog, Fi.)	Recreation Manager - Programs and Ops	01/01/20	2080.00	=	Y	0	0	7	\$41,700	\$50,245	\$58,790	\$51,688	\$58,790	\$53,595	\$0
BRIGHTON	Recreation Coordinator	Recreation Manager	03/2020	2080.00	=	Y	0	0	5	\$51,585	\$61,128	\$70,672	\$51,585	\$63,783	\$58,414	\$0
BROOMFIELD	Recreation Coordinator	Recreation Program Manager	01/2020	2080.00	=	N	0	0	7	\$49,088	\$59,904	\$70,720	\$51,667	\$68,682	\$60,174	\$0
BUENA VISTA	RECREATION PROGRAM COORDINATOR		01/2020	2080.00	=	N	0	0	1	\$37,960	\$45,155	\$52,350	\$34,070	\$34,070	\$34,070	\$0
CARBONDALE	RECREATION ASSISTANT	RECREATION DIRECTOR	01/2020	2080.00	=	N	10	10	3	\$48,019	\$61,159	\$74,299	\$48,019	\$52,690	\$50,508	\$60,780
CASTLE ROCK	RECREATION SUPERVISOR (ATHLETICS, AQUATICS, YOUTH)		01/2020	2080.00	=	N	0	0	7	\$58,365	\$70,065	\$81,765	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Program Coordinator	Recreation Supervisor	02/2020	2080.00	=	Y	5	5	20	\$58,102	\$69,855	\$81,608	\$59,877	\$74,623	\$66,550	\$0
COMMERCE CITY	Recreation Coordinator	Recreation Supervisor	01/2020	2080.00	=	Y	0	0	11	\$44,696	\$55,870	\$67,044	\$48,000	\$65,277	\$53,585	\$0
CRESTED BUTTE	Recreation Programmer	Recreation Director	01/2020	2080.00	=	N	0	0	1	\$47,501	\$55,046	\$62,590	\$49,850	\$49,850	\$49,850	\$0
DELTA	Sports, Leisure Programs, and Facility Coordinators	Culture & Recreation Division Director	01/2020	2080.00	=	N	0	0	4	\$45,323	\$53,106	\$60,888	\$55,663	\$55,663	\$55,663	\$0
DENVER	Recreation Program Coordinator		03/2020	2080.00	=	N	0	0	25	\$47,861	\$58,864	\$69,867	\$47,861	\$67,829	\$52,680	\$51,022
DURANGO	Recreation Supervisor	Recreation Manager	01/2020	2080.00	=	Y	525	525	5	\$55,080	\$66,096	\$77,112	\$55,080	\$69,127	\$62,104	\$0
ENGLEWOOD	Recreation Program Administrator	Recreation/Program Facility Supervisor	01/2019	2080.00	=	Y	0	0	6	\$48,738	\$59,727	\$70,716	\$50,703	\$62,237	\$57,501	\$0
ERIE	Recreation Coordinator	Recreation Superintendent	02/2020	2080.00	=	Y	15	2	6	\$50,550	\$58,438	\$66,326	\$53,840	\$63,983	\$58,124	\$0
EVANS	Recreation Coordinator	Recreation Director	01/2020	2080.00	=	Y	0	0	2	\$54,281	\$66,435	\$78,589	\$61,565	\$61,565	\$61,565	\$61,565
FORT COLLINS	Sr Coordinator, Recreation	Senior Supervisor, Recreation	01/2020	2080.00	=	N	0	0	15	\$47,480	\$59,350	\$71,219	\$51,565	\$63,885	\$56,580	\$53,156
FORT LUPTON	Sports Coordinator	Director of Recreation	02/2020	2080.00	=	Y	0	0	2	\$42,500	\$53,125	\$63,750	\$44,200	\$57,241	\$50,720	\$0
FORT MORGAN	Recreation Coor - Senior Services/Special Events and Athletics/Aquatics	Recreation Superintendent	3/2020	2080.00	=	N	20	0	2	\$39,700	\$49,680	\$59,660	\$41,241	\$42,473	\$41,857	\$0
FOUNTAIN	RECREATIONS COORDINATOR	City Clerk/ Parks and Recreation Director	02/2020	2080.00	=	N	11	0	1	\$56,300	\$68,686	\$81,072	\$57,426	\$82,693	\$68,911	\$68,911
FRUITA	Recreation Coordinator	Recreation Superintendent	01/2020	2080.00	=	Y	0	0	6	\$43,406	\$47,236	\$51,066	\$43,406	\$45,960	\$43,763	\$0
GLENDALE	Assistant Coach	Director of Rugby	02/2020	2080.00	=	Y	3	0	2	\$70,000	\$80,000	\$90,000	\$81,250	\$86,500	\$83,383	\$82,400
GLENWOOD SPRINGS	Athletics & Fitness Coordinator	Parks and Recreation Director	01/2020	2080.00	=	N	0	0	1	\$49,749	\$59,740	\$69,731	\$57,964	\$57,964	\$57,964	\$0
GOLDEN	Recreation Supervisor - Athletics, Guest Services, Wellness	Recreation Manager	1/2020	2080.00	=	Y	0	0	4	\$56,700	\$69,400	\$82,100	\$57,850	\$77,368	\$64,210	\$0
GRANBY	RECREATION & SPORTS COORDINATOR	RECREATION DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$38,648	\$45,412	\$52,176	\$44,013	\$44,013	\$0	\$0
GRAND JUNCTION	Recreation Coordinator	Recreation Supervisor	01/2020	2080.00	=	Y	0	0	3	\$48,000	\$57,600	\$67,200	\$58,489	\$58,489	\$58,489	\$0
GRAND LAKE			01/2020	2080.00					1	\$0	\$0	\$0	\$39,012	\$39,012	\$39,012	\$39,012
GREELEY	RECREATION COORDINATOR II	Recreation Program Manager	01/2020	2080.00	=	N	0	0	9	\$47,903	\$57,484	\$67,065	\$47,902	\$65,853	\$51,302	\$0
GREENWOOD VILLAGE	Recreation Coordinator	Recreation Manager	01/2020	2080.00	=	N	0	0	2	\$49,272	\$59,086	\$68,900	\$52,374	\$70,636	\$61,505	\$0
GUNNISON	Recreation Coordinator	Parks & Recreation Director	01/2020	2080.00	=	N	0	0	1	\$47,000	\$55,200	\$63,400	\$60,667	\$60,667	\$60,667	\$0
KERSEY	Recreation Specialist	Recreation Director	01/2020	2080.00	=	N	0	0	0	\$33,197	\$35,934	\$38,671	\$0	\$0	\$0	\$0
LA JUNTA	Recreation Coordinator		01/2020	2080.00		N			1	\$35,065	\$38,851	\$42,637	\$36,543	\$36,543	\$36,543	\$0
LAFAYETTE	Recreation Coordinator	Recreation Supervisor	01/2020	2080.00	=	Y	0	0	6	\$47,876	\$59,845	\$71,814	\$49,837	\$56,575	\$54,023	\$0
LAKE CITY	RECREATION COORDINATOR	RECREATION DIRECTOR	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$32,760	\$32,760	\$32,760	\$32,760
LAKEWOOD	Recreation Coordinator		01/2020	2080.00	=	N	0	0	3	\$50,794	\$60,934	\$71,074	\$60,278	\$62,816	\$61,929	\$0

LONGMONT	Recreation Program Coordinator	Recreation Area Supervisor	01/2020	2080.00	=	Y	0	0	5	\$51,839	\$57,023	\$62,207	\$54,264	\$58,178	\$57,063	\$58,176
LOUISVILLE	Recreation Supervisor I	Recreation Supervisor II	02/2020	2080.00	=	Y	20	0	4	\$48,984	\$56,878	\$64,771	\$49,961	\$64,771	\$58,338	\$0
LOVELAND	Recreation Coordinator	Program Supervisor	01/2020	2080.00	=	N	0	0	3	\$45,600	\$55,800	\$66,000	\$53,872	\$64,979	\$60,611	\$0
LYONS	Recreation Program Assistant	Director Community Programs/Relations	01/2020	2080.00	=	N	0	0	1	\$33,041	\$41,460	\$49,880	\$33,537	\$50,628	\$34,581	\$0
MEAD	Recreation Coordinator		1/2020	2080.00		Y			1	\$49,700	\$62,150	\$74,600	\$0	\$0	\$56,992	\$0
MONTE VISTA	RECREATION COORDINATOR	Parks & Rec Director	01/2020	2080.00	>	N	0	0	1	\$37,560	\$45,120	\$52,680	\$37,835	\$37,835	\$37,835	\$0
NEW CASTLE	Recreation Coordinator	Recreation Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$49,518	\$49,518	\$49,518	\$0
NORTHGLENN	Recreation Specialist	Recreation Programs Supervisor	01/2020	2080.00	=	N	0	0	9	\$47,300	\$58,000	\$68,700	\$47,300	\$64,729	\$55,721	\$0
OURAY	Aquatics Coordinator	Pool Manager	01/2020	2080.00	=	N	38	38	0	\$43,150	\$51,791	\$60,432	\$0	\$0	\$0	\$0
PAGOSA SPRINGS	Recreation Coordinator		01/2020	2080.00	=	N	0	0	2	\$36,964	\$43,691	\$50,418	\$39,361	\$41,326	\$41,326	\$0
PALISADE	RECREATION COORDINATOR		01/2019	2080.00	=	N	0	0	1	\$46,670	\$51,766	\$56,861	\$46,670	\$56,861	\$46,670	\$0
PLATTEVILLE	Recreation Director	Town Manager	01/2020	1560.00	=	N	0	0	1	\$0	\$0	\$0	\$39,160	\$39,160	\$39,160	\$0
RIFLE	Rec Coordinator		01/2020	2080.00		N			1	\$42,525	\$51,082	\$59,640	\$47,291	\$47,291	\$47,291	\$47,291
SALIDA		PARKS & REC DIRECTOR	02/2020	2080.00	=	N	0	0	2	\$29,115	\$39,124	\$49,132	\$39,006	\$46,996	\$43,001	\$0
SILVERTHORNE	Recreation Center Manager	Recreation & Culture Director	01/2020	2080.00	>	Y	80	7	4	\$76,535	\$89,291	\$102,047	\$77,691	\$77,691	\$77,691	\$0
SOUTH FORK	Marketing Director	Town Manager	01/2020	2080.00	=	N	0	0	0	\$30,600	\$33,150	\$35,700	\$31,824	\$31,824	\$31,824	\$31,824
STEAMBOAT SPRINGS	Recreation Coordinator	Recreation Programs Manager	01/2019	2080.00	=	N	4	4	2	\$45,437	\$55,660	\$65,883	\$48,427	\$62,031	\$0	\$0
SUPERIOR	Recreation Coordinator	Recreation Superintendent	01/2020	2080.00	>	N	0	0	1	\$47,633	\$60,106	\$72,579	\$61,137	\$61,137	\$61,137	\$0
TELLURIDE	Recreation Coordinators	Parks & Recreation Director	03/2020	2080.00	=	N	0	0	2	\$50,992	\$62,466	\$73,939	\$51,739	\$56,750	\$54,245	\$0
THORNTON	Recreation Coordinator I	Recreation Administrator/Older Adult Program Manager	01/2020	2080.00	=	Y	0	0	4	\$52,603	\$61,020	\$69,436	\$54,908	\$69,436	\$61,495	\$0
TRINIDAD	Recreation Aide	Recreation Director	01/2020	2080.00	=	N	0	0	3	\$0	\$0	\$0	\$35,734	\$42,765	\$39,250	\$0
WELLINGTON	Assistant Recreation Coordinator	Recreation Manager	01/2020	2080.00	<	N	0	0	1	\$36,800	\$44,100	\$51,400	\$0	\$0	\$44,217	\$0
WESTMINSTER	Recreation Specialist / Recreation Coordinators	Recreation Services Manager	01/2020	2085.00	=	Y	0	1	7	\$54,104	\$63,403	\$72,702	\$55,695	\$72,702	\$67,626	\$67,630
WHEAT RIDGE	Recreation Coordinator	Recreation Supervisor	01/2020	2080.00	=	N	0	0	4	\$41,536	\$50,855	\$60,174	\$46,702	\$56,271	\$51,486	\$0
WINDSOR	Recreation Coordinator	Recreation Supervisor	02/2020	2080.00	=	Y	0	4	7	\$45,000	\$54,000	\$63,000	\$45,000	\$49,130	\$46,342	\$0
WOODLAND PARK	SPORTS COORDINATOR	RECREATION DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$42,874	\$50,426	\$57,977	\$42,874	\$42,874	\$42,874	\$0
Average										\$46,804	\$55,997	\$65,190	\$49,579	\$56,838	\$52,792	\$54,544

#### Job # B108 - RECREATION FACILITY SUPERVISOR

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Recreation Supervisor (AD72)		01/2020						14	\$53,046	\$63,651	\$74,256	\$0	\$0	\$62,000	\$0
BRECKENRIDGE	Recreation Manager - Facility Operations	Assistant Director of Recreation	01/01/20	2080.00	=	Y	0	0	2	\$66,400	\$83,000	\$99,600	\$72,627	\$79,091	\$78,359	\$0
BROOMFIELD	Recreation Facility Manager	Director of Recreation Services	01/2020	2080.00	=	Y	0	0	1	\$71,656	\$87,256	\$102,856	\$92,394	\$92,394	\$92,394	\$0
CRIPPLE CREEK	Recreation Facility Manager	P&R Director	01/2020	2080.00	<	N	3	3	1	\$31,446	\$36,995	\$42,544	\$39,402	\$39,402	\$39,402	\$0
DENVER	Recreation Supervisor		03/2020	2080.00	=	Y	0	0	23	\$54,661	\$71,060	\$87,458	\$56,060	\$87,458	\$67,910	\$67,623
DURANGO	Recreation Center Manager	Parks & Recreation Director	01/2020	2080.00	=	Y	195	4	1	\$80,616	\$98,754	\$116,893	\$80,616	\$80,616	\$80,616	\$0
ERIE	Recreation Supervisor Facility Operations	Recreation Division Manager	02/2020	2080.00	=	Y	60	3	1	\$61,268	\$73,642	\$86,016	\$68,537	\$68,537	\$68,537	\$0
FORT COLLINS	Manager, Recreation	Recreation Director	01/2020	2080.00	=	Y	0	0	3	\$72,924	\$97,232	\$121,540	\$87,000	\$92,592	\$90,392	\$88,968
FORT LUPTON	Recreation Manager	Recreation Director	02/2020	2080.00	=	Y	0	0	1	\$55,000	\$68,750	\$82,500	\$76,378	\$76,378	\$76,378	\$0
FRISCO	Guest Services Manager	Recreation Director	01/2020	2080.00		N	0	0	2	\$52,488	\$62,986	\$73,483	\$60,339	\$57,985	\$59,162	\$0
FRUITA	Recreation Facility Supervisor	Recreation Superintendent	01/2020	2080.00	=	Y	4	4	1	\$59,543	\$64,796	\$70,050	\$59,543	\$59,543	\$59,543	\$0
GLENDALE	Stadium Operations Manager	Stadium Operations Director	02/2020	2080.00	=	N	75	0	0	\$42,436	\$49,543	\$56,650	\$53,560	\$53,560	\$53,560	\$0
GREELEY	RECREATION PROGRAM MGR	Recreation Superintendent	01/2020	2080.00	=	Y	0	0	3	\$75,036	\$90,043	\$105,050	\$79,518	\$90,043	\$84,275	\$0
GUNNISON	Assistant Facility Supervisor	Parks & Rec Director	01/2020	2080.00	=	N	0	0	1	\$49,400	\$58,100	\$66,800	\$67,367	\$67,367	\$67,367	\$0
LAMAR	Facilities Manager	Leisure Services Director	01/2020	2080.00	=	Y	7	5	1	\$49,633	\$60,490	\$71,348	\$50,367	\$50,367	\$50,367	\$62,650
LONGMONT	Recreation Area Supervisor	Recreation and Golf Manager	01/2020	2080.00	=	Y	30	5	3	\$72,105	\$79,316	\$86,526	\$80,916	\$80,916	\$80,916	\$80,916
LOVELAND	Recreation Facility Manager	Recreation Manager	01/2020	2080.00	=	Y	0	3	1	\$58,100	\$74,100	\$90,100	\$88,150	\$88,150	\$88,150	\$0
STEAMBOAT SPRINGS	Ice Arena Facilities Supervisor	Recreation & Enterprise Services Manager	01/2019	2080.00	=	Y	10	2	1	\$60,308	\$70,862	\$81,416	\$64,584	\$64,584	\$0	\$0
STERLING	Recreation Programs Super			0.00	=	N	0	0	1	\$41,989	\$0	\$0	\$0	\$0	\$0	\$0
THORNTON	Recreation Administrator	Recreation Superintendent	01/2020	2080.00	=	N	0	0	2	\$81,659	\$94,724	\$107,790	\$107,790	\$107,790	\$107,790	\$0
WESTMINSTER	Recreation Supervisor I / Recreation Supervisor II	Recreation Services Manager	01/2020	2085.00	=	Y	15	4	4	\$72,254	\$84,673	\$97,092	\$72,254	\$97,092	\$83,557	\$82,442
WHEAT RIDGE	RECREATION CENTER MANAGER		01/2020	2080.00		N	0	0	1	\$59,428	\$71,356	\$83,285	\$82,288	\$82,288	\$82,288	\$0
WINDSOR	Customer Service Supervisor - CRC	Recreation Manager	02/2020	2080.00	=	N	10	0	1	\$56,800	\$69,600	\$82,400	\$62,480	\$62,480	\$62,480	\$0
Average										\$59,922	\$73,224	\$85,712	\$71,532	\$75,173	\$73,116	\$76,520

#### Job # M29 - RECREATION MANAGER/ DIRECTOR

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	Parks, Rec, Library, Golf Director	City Manager	01/2020	2080.00	=	N	0	0	1	\$64,529	\$80,672	\$96,815	\$84,017	\$84,017	\$84,017	\$84,017
ASPEN	Recreation Director	Parks & Recreation Manager	01/2019	2080.00	=	Y	23	5	1	\$93,307	\$112,202	\$131,097	\$97,510	\$97,510	\$97,510	\$0
AURORA	Manager of Recreation Services (AC48)	Director of Parks, Recreation & Open Space	01/2020	2080.00	=	Y	726	7	1	\$90,645	\$113,301	\$135,957	\$118,453	\$118,453	\$118,453	\$0

AVON	RECREATION DIRECTOR	Town Manager	01/2020	2080.00	>	Y	4	1	1	\$102,495	\$122,169	\$141,843	\$135,547	\$135,547	\$135,547	\$0
BRECKENRIDGE	Director of Recreation	Assistant Town Manager	01/01/20	2080.00	=	Y	153	5	1	\$100,700	\$125,900	\$151,100	\$129,166	\$129,166	\$129,166	\$0
BRIGHTON	Recreation Manager	Director of Parks and Recreation	03/2020	2080.00	=	Y	0	0	1	\$94,851	\$112,398	\$129,945	\$126,855	\$126,855	\$126,855	\$0
BROOMFIELD	Director of Recreation Services	Assistant City & County Manager	01/2020	2080.00	=	Y	24	5	1	\$97,136	\$114,296	\$131,456	\$130,374	\$130,374	\$130,374	\$0
BUENA VISTA	Recreation Director	Town Administrator	02/2020	2080.00	=	N	0	0	1	\$55,078	\$65,540	\$76,003	\$59,842	\$59,842	\$59,842	\$0
BURLINGTON	Activities Director	City Administrator	01/2020	2080.00	<	Y	0	0	0	\$49,347	\$59,684	\$70,022	\$0	\$0	\$0	\$0
CARBONDALE	RECREATION DIRECTOR	TOWN MANAGER	01/2020	2080.00	=	Y	40	4	1	\$66,620	\$83,276	\$99,931	\$72,050	\$72,050	\$72,050	\$83,276
CASTLE ROCK	RECREATION MANAGER		01/2020	2080.00	=	N	0	0	1	\$83,741	\$100,474	\$117,208	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Recreation and Administrative Manager	Parks Director	02/2020	2080.00	=	N	0	0	1	\$111,316	\$133,833	\$156,350	\$132,718	\$132,718	\$132,718	\$0
COMMERCE CITY	Recreation Manager	Director of Parks and Recreation	01/2020	2080.00	=	Y	0	5	1	\$82,448	\$111,305	\$140,162	\$91,303	\$91,303	\$91,303	\$0
CRESTED BUTTE	Parks & Recreation Director	Town Manager	01/2020	2080.00	>	Y	15	8	1	\$70,116	\$81,286	\$92,457	\$85,582	\$85,582	\$85,582	\$0
CRIPPLE CREEK	Parks & Recreation Director	City Administrator	01/2020	2080.00	=	Y	14	2	1	\$53,783	\$63,274	\$72,765	\$76,480	\$76,480	\$76,480	\$0
DELTA	Culture and Recreation Division Director	City Manager	01/2020	2080.00	=	Y	65	0	1	\$0	\$0	\$0	\$107,699	\$107,699	\$107,699	\$0
DENVER	Director Recreation		03/2020	2080.00	=	Y	0	0	3	\$87,200	\$113,360	\$139,520	\$106,211	\$118,167	\$110,440	\$106,943
ENGLEWOOD	Recreation Services Manager (Operations)	Director of Parks, Recreation & Library	01/2019	2080.00	=	Y	0	0	1	\$86,386	\$107,957	\$129,528	\$96,032	\$96,032	\$96,032	\$0
ERIE	Recreation Division Manager	Parks & Recreation Director	02/2020	2080.00	=	Y	120	2	1	\$81,821	\$98,346	\$114,870	\$89,230	\$89,230	\$89,230	\$0
EVANS	Recreation Director		01/2020	2080.00	=	N	0	0	1	\$80,546	\$100,631	\$120,716	\$95,524	\$95,524	\$95,524	\$95,524
FORT COLLINS	Director, Recreation	Assistant City Manager	01/2020	2080.00	=	Y	0	0	1	\$88,220	\$117,626	\$147,033	\$114,293	\$114,293	\$114,293	\$110,428
FORT LUPTON	Recreation Director	City Administrator	02/2020	2080.00	=	Y	0	0	1	\$80,000	\$100,000	\$120,000	\$109,304	\$109,304	\$109,304	\$0
FORT MORGAN	Recreation Superintendent	Community Development Director	3/2020	2080.00	<	Y	20	3	1	\$47,500	\$59,400	\$71,300	\$56,645	\$56,645	\$56,645	\$0
FRISCO	Adventure Park/Marina General Manager	Town Manager	01/2020	2080.00	=	Y	24	4	1	\$68,166	\$85,208	\$102,249	\$68,998	\$72,571	\$70,784	\$0
FRUITA	Recreation Superintendant	Parks & Recreation Director	01/2020	2080.00	=	Y	11	2	1	\$73,449	\$79,930	\$86,410	\$73,605	\$73,605	\$73,605	\$0
GLENDALE	DIRECTOR OF RUGBY	CITY MANAGER	02/2020	2080.00	=	Y	30	2	1	\$106,000	\$119,950	\$133,900	\$122,210	\$122,210	\$122,210	\$0
GOLDEN	Recreation Manager	Director of Parks and Recreation	1/2020	2080.00	=	Y	128	14	1	\$75,300	\$94,100	\$112,900	\$93,500	\$93,500	\$93,500	\$0
GRANBY	RECREATION MANAGER/DIRECTOR		01/2020	2080.00	=	N	2	2	1	\$59,200	\$69,782	\$80,364	\$80,364	\$80,364	\$0	\$0
HAYDEN	Director of Parks & Recreation	Town Manager	01/2020	1664.00	=	N	0	0	1	\$39,936	\$39,936	\$39,936	\$39,936	\$39,936	\$39,936	\$0
LAFAYETTE	Recreation and Facility Mgmt Superintendent	Parks, Recreation Open Space Director	01/2020	2080.00	=	Y	16	0	1	\$84,068	\$105,085	\$126,102	\$110,406	\$110,406	\$110,406	\$0
LAKE CITY	Recreation Director	Town Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$50,396	\$50,396	\$50,396	\$50,396
LAKEWOOD	Recreation Manager	Director, Community Resources	01/2020	2080.00	=	Y	33	4	1	\$90,064	\$112,559	\$135,054	\$123,510	\$123,510	\$123,510	\$0
LASALLE	Recreation Director	Board of Trustees	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$47,470	\$47,470	\$47,470	\$0
LONGMONT	Recreation and Golf Manager	Director of Community Services	01/2020	2080.00	=	Y	300	7	1	\$105,446	\$115,990	\$126,535	\$123,429	\$123,429	\$123,429	\$123,429
LOUISVILLE	Recreation Superintendent	Director of Parks & Recreation	02/2020	2080.00	=	Y	0	0	1	\$88,212	\$102,429	\$116,646	\$116,646	\$116,646	\$116,646	\$0
LOVELAND	Recreation Manager	Director of Parks And Recreation	01/2020	2080.00	=	Y	0	4	1	\$82,700	\$107,500	\$132,300	\$108,014	\$108,014	\$108,014	\$0
MANITOU SPRINGS	Aquatics Director	City Administrator	01/2020	2080.00	=	Y	0	0	1	\$65,734	\$78,880	\$92,027	\$72,307	\$85,454	\$0	\$78,881
NEW CASTLE	Recreation Director	Public Works Director	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$55,707	\$55,707	\$55,707	\$0
PUEBLO	ASST DIR/PARKS & RECREATION	DIRECTOR/PARKS&REC	01/2020	2085.00	>	Y	5	5	1	\$93,291	\$103,557	\$113,823	\$105,155	\$105,155	\$105,155	\$0
RIFLE	Asst Recreation Director		01/2020	2080.00		N			1	\$51,240	\$62,842	\$74,445	\$62,830	\$62,830	\$62,830	\$62,830
SALIDA	ARTS & CULTURE DIRECTOR	CITY ADMINISTRATOR	02/2020	2080.00	=	Y	0	0	1	\$65,920	\$82,400	\$98,880	\$82,400	\$82,400	\$82,400	\$0
SILVERTHORNE	Recreation & Culture Director	Town Manager	01/2020	2080.00	>	Y	145	4	1	\$110,917	\$129,403	\$147,890	\$135,941	\$135,941	\$135,941	\$0
SNOWMASS VILLAGE	RECREATION MANAGER/DIRECTOR		07/2019	2080.00		N			0	\$55,244	\$63,530	\$71,817	\$66,289	\$66,289	\$66,289	\$0
THORNTON	Recreation Superintendent	Community Services Director	01/2020	2080.00	=	Y	0	8	1	\$103,477	\$120,033	\$136,589	\$117,050	\$117,050	\$117,050	\$0
TRINIDAD	Sports & Recreation Superintendant	City Manager	01/2020	2080.00	=	Y	3	0	1	\$0	\$0	\$0	\$66,781	\$66,781	\$66,781	\$0
WESTMINSTER	Recreation Services Manager	Parks, Recreation & Libraries Director	01/2020	2085.00	=	Y	75	12	1	\$106,835	\$120,190	\$133,544	\$129,360	\$129,360	\$129,360	\$129,360
WHEAT RIDGE	Recreation and Facilities Manager	Parks & Recreation Director	01/2020	2080.00	=	Y	30	4	1	\$79,983	\$100,006	\$120,028	\$110,947	\$110,947	\$110,947	\$0
WINDSOR	Recreation Manager	Dir of Parks, Recreation & Culture	02/2020	2080.00	=	Y	150	6	2	\$82,400	\$103,000	\$123,600	\$86,570	\$101,837	\$94,204	\$0
WOODLAND PARK	PARKS & RECREATION DIRECTOR	CITY CLERK	01/2020	2080.00	=	Y	6	6	1	\$90,132	\$108,158	\$126,185	\$90,132	\$90,132	\$90,132	\$0
Average										\$80,580	\$97,305	\$114,030	\$94,783	\$95,718	\$95,906	\$92,508

**Job # B109 - RECREATION PROGRAMS SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	RECREATION SUPERVISOR	DIRECTOR OF PARKS & RECREAION	01/2020	2080.00	=	Y	4	4	1	\$37,435	\$44,924	\$52,413	\$38,272	\$38,272	\$38,272	\$38,272
ASPEN	Recreation Program Supervisor	Retretation Manager	01/2019	2080.00	=	N	0	0	3	\$47,096	\$56,633	\$66,170	\$54,184	\$60,382	\$57,061	\$0
AURORA	Superintendent (AA48)	Recreation Administrator	01/2020	2080.00	=	Y	5	5	4	\$65,922	\$82,397	\$98,872	\$53,360	\$79,392	\$78,091	\$0
AVON	RECREATION PROGRAM SUPERVISOR	Recreation Director	01/2020	2080.00	>	Y	10	1	1	\$55,379	\$64,802	\$74,226	\$56,076	\$56,076	\$56,076	\$0
BASALT	Recreation Director	Town Manager	01/2020	2080.00	=	N	0	0	1	\$65,051	\$79,644	\$94,238	\$70,000	\$70,000	\$70,000	\$70,000
BERTHOUD	Recreation Supervisor	Deputy Town Administrator	01/2020	2080.00	=	N	3	0	1	\$56,368	\$65,166	\$73,964	\$57,897	\$75,966	\$62,358	\$0
BROOMFIELD	Recreation Program Manager	Director of Recreation Services	01/2020	2080.00	=	Y	0	0	2	\$71,656	\$87,256	\$102,856	\$90,272	\$95,326	\$92,799	\$0
BUENA VISTA	RECREATION SUPERVISOR		01/2019	2080.00	=	N	0	0	1	\$37,960	\$45,155	\$52,350	\$43,320	\$43,320	\$43,320	\$0

COMMERCE CITY	Recreation Supervisor	Recreation Manager	01/2020	2080.00	=	Y	0	0	5	\$57,503	\$71,879	\$86,255	\$70,441	\$86,255	\$76,458	\$0
CORTEZ	Recreation Supervisor	Director of Parks & Recreation	01/2020	2080.00	=	N	31	0	2	\$36,296	\$44,502	\$52,707	\$36,878	\$51,875	\$44,377	\$0
CRIPPLE CREEK	Recreation Program Manager	P&R Director	01/2020	2080.00	<	N	10	10	1	\$40,134	\$47,216	\$54,298	\$57,076	\$57,076	\$57,076	\$0
DENVER	Manager Recreation		03/2020	2080.00			0	0	0	\$71,382	\$92,796	\$114,211	\$0	\$0	\$0	\$0
DURANGO	Chapman Hill/Aquatics Operations Supervisor	Assistant Recreation Director	01/2020	2080.00	=	Y	0	4	2	\$66,647	\$79,976	\$93,306	\$66,647	\$68,041	\$67,344	\$0
ERIE	Recreation Supervisor Programs	Recreation Division Manager	02/2020	2080.00	=	Y	60	3	1	\$61,268	\$73,642	\$86,016	\$69,199	\$69,199	\$69,199	\$0
FORT COLLINS	Sr Supervisor, Recreation	Manager, Recreation	01/2020	2080.00	=	Y	0	0	5	\$59,869	\$79,825	\$99,781	\$67,845	\$85,854	\$77,160	\$78,266
FRISCO	RECREATION PROGRAMS MANAGER	Recreation Director	01/2020	2080.00		N	0	0	3	\$39,667	\$45,617	\$51,567	\$43,599	\$45,906	\$44,369	\$0
GLENDALE	Rugby Development Coordinator	Director of Rugby	02/2020	2080.00	=	Y	0	1	1	\$70,000	\$85,000	\$100,000	\$84,000	\$84,000	\$84,000	\$0
GRANBY	ASSISTANT RECREATION DIRECTOR	RECREATION DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$43,593	\$54,374	\$65,155	\$65,155	\$65,155	\$0	\$0
GRAND JUNCTION	Recreation Supervisor	Recreation Superintendent	01/2020	2080.00	=	Y	4	4	2	\$64,675	\$77,610	\$90,545	\$78,811	\$78,811	\$78,811	\$0
GREELEY	RECREATION SUPERVISOR	Recreation Program Manager	01/2020	2080.00	=	Y	0	0	7	\$59,195	\$71,034	\$82,872	\$62,296	\$71,032	\$66,720	\$0
GREENWOOD VILLAGE	Recreation Manager		01/2020	2080.00	=	Y	0	5	1	\$63,918	\$78,311	\$92,704	\$91,915	\$91,915	\$91,915	\$0
GUNNISON	Recreation Supervisor	Parks and Recreation Director	01/2020	2080.00	=	N	0	0	1	\$56,700	\$66,600	\$76,500	\$76,500	\$76,500	\$76,500	\$0
LAFAYETTE	Recreation Supervisor	Recreation & Facility Management Director	01/2020	2080.00	=	Y	8	2	3	\$61,973	\$77,466	\$92,960	\$64,625	\$72,488	\$67,246	\$0
LAMAR	Recreation Coordinator	Recreation Dept. Director/Facilities Manager	01/2020	2080.00	>	N	0	0	1	\$38,890	\$47,396	\$55,903	\$41,198	\$41,198	\$41,198	\$0
LONGMONT	Recreation Program Supervisor	Recreation Manager	01/2020	2080.00	=	Y	0	0	3	\$64,124	\$70,536	\$76,948	\$71,960	\$74,841	\$72,920	\$71,960
LOUISVILLE	Recreation Supervisor II	Recreation Superintendent	02/2020	2080.00	=	Y	0	0	4	\$61,963	\$71,958	\$81,952	\$73,756	\$81,952	\$79,903	\$0
LOVELAND	Program Supervisor	Recreation Manager	01/2020	2080.00	=	Y	0	10	1	\$58,100	\$74,100	\$90,100	\$81,848	\$81,848	\$81,848	\$0
MANITOU SPRINGS	Assistant Aquatics Director	Aquatics Director	01/2020	2080.00	=	Y	0	0	1	\$44,472	\$53,366	\$62,260	\$48,919	\$57,813	\$0	\$53,366
NORTHGLENN	Recreation Programs Supervisor	Director of Parks and Recreation	01/2020	2080.00	=	Y	0	0	3	\$61,300	\$75,125	\$88,950	\$77,438	\$85,530	\$82,833	\$0
OURAY	Pool Manager	City Resources Director	01/2020	2080.00	<	Y	46	46	1	\$73,420	\$88,105	\$102,789	\$73,420	\$73,420	\$73,420	\$0
PUEBLO	RECREATION SUPERVISOR	ASSISTANT DIRECTOR OF PARKS AND RECREATION	01/2020	2085.00	=	Y	0	0	1	\$55,845	\$62,015	\$68,185	\$55,845	\$55,845	\$55,845	\$0
SNOWMASS VILLAGE	RECREATION SUPERVISOR		07/2019	2080.00		N			0	\$68,268	\$75,095	\$81,922	\$70,304	\$70,304	\$70,304	\$0
STERLING	Recreation Programs Superintendent	PLR Director	01/2020	2080.00	=	Y	40	1	1	\$62,143	\$74,178	\$86,213	\$57,655	\$57,655	\$57,655	\$0
SUPERIOR	Recreation Supervisor	Recreation Superintendent	01/2020	2080.00	>	Y	0	0	1	\$56,732	\$70,017	\$83,302	\$70,909	\$70,909	\$70,909	\$0
TELLURIDE	Recreation Supervisor	Parks & Rec Director	03/2020	2080.00	=	N	0	0	1	\$71,551	\$87,650	\$103,750	\$74,460	\$74,460	\$74,460	\$0
WELLINGTON	Recreation Manager	Deputy Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$45,900	\$56,175	\$66,450	\$62,659	\$62,659	\$62,659	\$0
WESTMINSTER	Recreation Programs Superintendent	Recreation Manager	01/2020	2086.00	=	Y	10	10	104373	\$83,499	\$93,936	\$104,373	\$104,373	\$104,373	\$104,373	\$104,373
WHEAT RIDGE	Recreation Supervisor	Recreation Manager	01/2020	2080.00	=	Y	0	0	4	\$59,428	\$71,356	\$83,285	\$66,261	\$83,108	\$74,684	\$0
WINDSOR	Recreation Supervisor	Recreation Manager	02/2020	2080.00	=	Y	10	2	4	\$56,800	\$69,600	\$82,400	\$58,219	\$70,200	\$67,205	\$0
Average										\$57,747	\$69,550	\$81,353	\$65,463	\$70,236	\$68,594	\$69,373

#### Job # S30 - REFUSE DRIVER/COLLECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BRUSH	Trash Truck Crew Leader	Director of Public Works	01/2020	2080.00	=	N	3	0	1	\$37,086	\$45,438	\$53,791	\$39,713	\$39,713	\$39,713	\$0
CORTEZ	Refuse Collector	Refuse Collection Foreman	01/2020	2080.00	=	N	0	0	3	\$29,120	\$36,920	\$44,720	\$29,120	\$29,120	\$29,120	\$0
DELTA	Refuse/Equipment Operator	Utilities Director and Public Works Supervisor	01/2020	2080.00	=	N	0	0	1	\$38,244	\$44,291	\$50,338	\$49,233	\$49,233	\$49,233	\$0
DURANGO	Solid Waste Operator II	Solid Waste Supervisor	01/2020	2080.00	=	N	0	0	8	\$40,142	\$48,170	\$56,198	\$40,142	\$50,177	\$45,160	\$0
FORT MORGAN	Sanitation Driver	Sanitation Superintendent	3/2020	2080.00	=	N	0	0	4	\$31,500	\$38,610	\$45,720	\$33,079	\$34,668	\$34,106	\$0
LA JUNTA	Refuse Driver		01/2020	2080.00		N			2	\$30,290	\$33,553	\$36,816	\$30,425	\$30,994	\$30,710	\$0
LAMAR	Refuse Driver	Sanitation Foreman	01/2020	2080.00	=	N	0	0	4	\$33,594	\$40,942	\$48,291	\$27,915	\$37,363	\$30,909	\$34,886
MONTROSE	Trash & Recycle Operator	Street Division	01/2020	2080.00	=	N	0	0	5	\$34,982	\$42,090	\$49,198	\$41,406	\$45,618	\$28,711	\$0
PAONIA	SANITATION WASTE COLLECTOR	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$32,802	\$38,574	\$44,346	\$38,850	\$38,850	\$38,850	\$0
ROCKY FORD	SANITATION SPECIALIST	Public Works Foreman	01/2020	2080.00	=	N	0	0	1	\$24,960	\$32,496	\$40,033	\$30,118	\$30,118	\$30,118	\$0
SNOWMASS VILLAGE	SANITATION/SOLID WASTE COLLECTOR II		07/2019	2080.00		N			0	\$48,054	\$55,262	\$62,470	\$60,299	\$60,299	\$60,299	\$0
THORNTON	Equipment Operator I/II/III-Env Svcs	Environmental Services Supervisor	01/2020	2080.00	=	N	0	0	15	\$37,505	\$50,120	\$62,735	\$43,680	\$62,735	\$51,884	\$0
YUMA	Sanitation Operator	Shop/Sanitation Supervisor	01/2020	2080.00	=	N	0	0	2	\$25,500	\$31,500	\$37,500	\$36,764	\$36,764	\$36,764	\$0
Average										\$34,137	\$41,382	\$48,627	\$38,519	\$41,973	\$38,891	\$34,886

#### Job # B068 - RISK COORDINATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Risk and Claims Analyst	Risk and Safety Manager	01/2020	2080.00	=	Y	0	0	1	\$62,817	\$74,355	\$85,893	\$62,817	\$62,817	\$62,817	\$0
ASPEN	HR/Risk Analyst	HR Director	01/2019	2080.00	=	N	0	0	1	\$68,057	\$81,838	\$95,620	\$79,019	\$79,019	\$79,019	\$0
AURORA	Risk Operations Claims Adjuster (AB74)		01/2020		=	Y			3	\$56,538	\$69,210	\$81,883	\$0	\$0	\$0	\$77,367
BROOMFIELD	Risk Administrator		01/2020	2080.00	=	N	0	0	1	\$62,192	\$74,308	\$86,424	\$71,053	\$71,053	\$71,053	\$0
DENVER	Risk Analyst		03/2020	2080.00			0	0	0	\$59,953	\$77,939	\$95,925	\$0	\$0	\$0	\$0
GREELEY	SAFETY & RISK COORDINATOR	Human Resources Director	01/2020	2080.00	=	Y	0	0	1	\$75,036	\$90,043	\$105,050	\$90,043	\$90,043	\$90,043	\$0

GREENWOOD VILLAGE			01/2020	2080.00	=	N	0	0	1	\$45,721	\$55,016	\$64,312	\$48,630	\$48,630	\$48,630	\$0
LAKEWOOD	Risk Mgmt Claims Specialist		01/2020	2080.00	=	Y	0	0	1	\$61,443	\$73,694	\$85,946	\$70,117	\$70,117	\$70,117	\$0
NORTHGLENN	Risk Manager	Director of Mgmt Services	01/2020	2080.00	=	Y	0	0	1	\$55,100	\$67,500	\$79,900	\$79,768	\$79,768	\$79,768	\$0
THORNTON	Risk Management Administrator	Director of Risk Management	01/2020	2080.00	=	Y	0	0	1	\$68,951	\$79,983	\$91,015	\$91,015	\$91,015	\$91,015	\$0
WESTMINSTER	Risk/Claims Anlayst-Senior Risk/Claims Analyst	Human Resources Manager / Risk	01/2020	2085.00	=	N	0	0	97092	\$67,213	\$82,152	\$97,092	\$97,092	\$97,092	\$97,092	\$97,092
Average										\$62,093	\$75,095	\$88,096	\$76,617	\$76,617	\$76,617	\$87,230

#### Job # M30 - RISK MANAGER/HIPAA

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Risk Manager	Director of Finance	01/2020	2080.00	=	Y	3	3	1	\$90,155	\$106,714	\$123,273	\$96,810	\$96,810	\$96,810	\$0
AURORA	Risk Manager (AD48)	Director of Interval Services	01/2020	2080.00	=	Y	7	2	1	\$94,758	\$118,453	\$142,148	\$106,420	\$106,420	\$106,420	\$0
BRIGHTON	Risk Manager		03/2020	2080.00	=	N	0	0	1	\$78,830	\$93,414	\$107,997	\$94,144	\$94,144	\$94,144	\$0
COLORADO SPRINGS	Risk Manager	Human Resources Director	02/2020	2080.00	=	Y	20	3	1	\$111,316	\$133,833	\$156,350	\$135,770	\$135,770	\$135,770	\$0
COMMERCE CITY	Risk Manager	Director of Human Resources	01/2020	2080.00	=	Y	0	0	1	\$82,074	\$102,592	\$123,110	\$100,540	\$100,540	\$100,540	\$0
CRIPPLE CREEK	Human Resources/Risk Management Director	City Administrator	01/2020	2080.00	<	Y	1	1	1	\$62,260	\$73,248	\$84,235	\$83,819	\$83,819	\$83,819	\$0
DENVER	Safety and Industrial Hygiene Administrator		03/2020	2080.00	=	Y	0	0	6	\$71,382	\$92,796	\$114,211	\$83,000	\$113,311	\$97,308	\$97,072
DURANGO	Safety Officer/Risk Administrator	City Operations Director	01/2020	2080.00	=	Y	0	0	1	\$55,080	\$66,096	\$77,112	\$71,359	\$71,359	\$71,359	\$0
EVANS	Safety & Risk Management Specialist		01/2020	2080.00	=	N	0	0	1	\$62,624	\$78,280	\$93,936	\$92,700	\$92,700	\$92,700	\$92,700
FORT LUPTON	Facility, Safety and Risk Manager	Assistant City Administrator	02/2020	2080.00	=	Y	5	1	0	\$60,000	\$75,000	\$90,000	\$66,997	\$66,997	\$66,997	\$0
FOUNTAIN	OEM/RISK & CODE COMPLIANCE MANAGER	City Manager	02/2020	2080.00	=	N	3	0	1	\$71,854	\$87,662	\$103,470	\$73,291	\$105,539	\$87,950	\$87,950
LONGMONT	Risk Manager	Director of Finance & Support Services	01/2020	2080.00	=	Y	4	4	1	\$95,587	\$105,146	\$114,705	\$110,483	\$110,483	\$110,483	\$110,483
LOVELAND	Risk Manager	Human Resources Director	01/2020	2080.00	=	Y	0	3	1	\$82,700	\$107,500	\$132,300	\$99,840	\$99,840	\$99,840	\$0
PARKER	Risk Manager		01/2019	2080.00	=	N	0	0	1	\$71,000	\$92,300	\$113,600	\$102,665	\$102,665	\$102,665	\$0
STEAMBOAT SPRINGS			01/2019	2080.00	=	N			0	\$86,922	\$106,480	\$126,038	\$105,887	\$105,887	\$0	\$0
THORNTON	Director of Risk Management	Executive Director-Management Services	01/2020	2080.00	=	Y	4	4	1	\$122,548	\$142,156	\$161,763	\$161,763	\$161,763	\$161,763	\$0
WESTMINSTER	Human Resources Manager	General Services Director	01/2020	2085.00	=	Y	2	2	1	\$106,835	\$120,190	\$133,544	\$133,544	\$133,544	\$133,544	\$133,544
WINDSOR	HEALTH/SAFETY/RISK MANAGER		02/2020	2080.00	=				1	\$64,000	\$78,400	\$92,800	\$80,184	\$80,184	\$80,184	\$0
Average										\$81,662	\$98,903	\$116,144	\$99,956	\$103,432	\$101,311	\$104,350

#### Job # M31 - SALES AND USE TAX MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Revenue Manager	Director of Finance	01/2020	2080.00	=	Y	0	4	1	\$90,154	\$106,714	\$123,273	\$118,917	\$118,917	\$118,917	\$0
AURORA	Manager of Tax & Licensing	Director of Finance	01/2020	2080.00	=	Y	19	6	1	\$63,382	\$83,982	\$104,581	\$110,738	\$110,738	\$110,738	\$0
BROOMFIELD	Sales Tax Administrator	Revenue Manager	01/2020	2080.00	<	Y	1	1	1	\$75,296	\$89,804	\$104,312	\$92,747	\$92,747	\$92,747	\$0
COMMERCE CITY	Tax Manager	Director of Finance	01/2020	2080.00	=	Y	0	0	1	\$80,359	\$100,448	\$120,538	\$102,084	\$102,084	\$102,084	\$0
DENVER	Tax Audit Supervisor		03/2020	2080.00	=		0	0	6	\$78,292	\$101,780	\$125,267	\$89,306	\$125,267	\$102,918	\$102,118
EVANS	Sales Tax Administrator		01/2020	2080.00	=	N	0	0	1	\$45,011	\$55,156	\$65,302	\$47,138	\$47,138	\$47,138	\$0
FORT COLLINS	Sr Manager, Sales Tax/Revenue	Chief Financial Officer	01/2020	2080.00	=	Y	0	0	1	\$86,884	\$115,845	\$144,806	\$99,067	\$99,067	\$99,067	\$94,530
GLENDAL	TAX REVENUE MANAGER	DIRECTOR OF FINANCE	02/2020	2080.00	=	Y	1	2	1	\$87,550	\$100,425	\$113,300	\$100,775	\$100,775	\$100,775	\$0
GREENWOOD VILLAGE	Revenue Manager	Finance Director	01/2020	2080.00	=	Y	0	9	1	\$83,868	\$103,218	\$122,569	\$117,124	\$117,124	\$117,124	\$0
LAKEWOOD	Revenue Manager		01/2020	2080.00	=	Y	12	2	1	\$90,064	\$112,559	\$135,054	\$117,291	\$117,291	\$117,291	\$0
LOUISVILLE	Tax Manager	Director of Finance	02/2020	2080.00	=	N	2	2	1	\$78,416	\$91,062	\$103,708	\$103,708	\$103,708	\$103,708	\$0
NORTHGLENN	Sales Tax Manager	Director of Finance	01/2020	2080.00	=	Y	2	2	1	\$80,000	\$100,000	\$120,000	\$81,370	\$81,370	\$81,370	\$0
PARKER	Sales Tax Administrator		01/2019	2080.00	=	N	0	0	1	\$78,900	\$101,000	\$123,100	\$84,039	\$84,039	\$84,039	\$0
PUEBLO	TAX AUDIT MANAGER	FINANCE DIRECTOR	01/2020	2085.00	=	Y	5	5	1	\$85,983	\$94,326	\$102,668	\$93,955	\$93,955	\$93,955	\$0
THORNTON	Tax Manager	Finance Director	01/2020	2080.00	=	Y	8	3	1	\$96,708	\$112,181	\$127,654	\$127,654	\$127,654	\$127,654	\$0
WESTMINSTER	Sales Tax Manager	Finance Director	01/2020	2085.00	=	Y	7	1	1	\$106,835	\$120,190	\$133,544	\$117,600	\$117,600	\$117,600	\$117,600
WHEAT RIDGE	Sales Tax Supervisor	Administrative Services Director	01/2020	2080.00	=	Y	2	2	1	\$64,647	\$80,835	\$97,023	\$76,711	\$76,711	\$76,711	\$0
Average										\$80,726	\$98,207	\$115,688	\$98,837	\$100,952	\$99,637	\$104,749

#### Job # B035 - SALES TAX AUDITOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Sales Tax Auditor	Sales Tax Auditor Supervisor	01/2020	2080.00	=	N	0	0	2	\$62,814	\$74,353	\$85,892	\$65,173	\$71,736	\$68,454	\$0
ASPEN	SALES TAX AUDITOR		01/2019	2080.00	=	N			1	\$61,262	\$73,668	\$86,073	\$72,051	\$72,051	\$72,051	\$0
AURORA	Senior Tax Auditor	Tax Audit Supervisor	01/2020	2080.00	=	Y	0	0	1	\$43,076	\$57,076	\$71,076	\$73,326	\$73,326	\$73,326	\$0
BRECKENRIDGE	Revenue Services Administrator	Accounting Services Manager	01/20/20	2080.00	=	Y	4	2	1	\$54,200	\$67,800	\$81,400	\$73,997	\$73,997	\$73,997	\$0
COLORADO	Sales Tax Auditor II	Sales Tax Manager	02/2020	2080.00	=	Y	0	0	1	\$48,902	\$58,794	\$68,686	\$54,371	\$54,371	\$54,371	\$0

SPRINGS																
COMMERCE CITY	Tax Auditor II	Audit Supervisor	01/2020	2080.00	=	Y	0	0	2	\$57,770	\$72,212	\$86,654	\$61,020	\$61,971	\$61,496	\$0
DENVER	Tax Auditor Senior		03/2020	2080.00	=	Y	0	0	14	\$64,090	\$83,317	\$102,544	\$65,949	\$98,120	\$79,145	\$78,712
ENGLEWOOD	Sales Tax Auditor	Budget & Revenue Manager	01/2019	2080.00	=	Y	0	0	2	\$53,114	\$65,120	\$77,126	\$59,280	\$69,385	\$64,333	\$0
FEDERAL HEIGHTS	SALES TAX ACCOUNTANT	Finance Director	01/2020	2080.00	=	N	0	0	1	\$59,703	\$72,734	\$85,766	\$84,448	\$84,448	\$84,448	\$0
FORT COLLINS	Auditor II, Sales Tax	Senior Manager, Sales Tax Audit & Revenue	01/2020	2080.00	=	Y	0	0	2	\$55,472	\$73,962	\$92,453	\$74,652	\$80,000	\$77,326	\$71,958
FRISCO	Revenue Specialist II	Finance Director	01/2020	2080.00	=	Y	0	0	1	\$69,874	\$83,849	\$97,824	\$66,783	\$66,783	\$66,783	\$0
GLENDALE	REVENUE SERVICES TECH	TAX REVENUE MANAGER	02/2020	2080.00	<	N	0	0	1	\$43,775	\$49,438	\$55,100	\$51,400	\$51,400	\$51,400	\$0
GOLDEN	Sales Tax Auditor	Finance Director	1/2020	2080.00	=	Y	0	0	2	\$56,700	\$69,400	\$82,100	\$75,712	\$77,680	\$76,696	\$0
GREENWOOD VILLAGE	Tax Auditor	Revenue Manager	02/2020	2080.00	=	N	0	0	2	\$55,024	\$66,551	\$78,078	\$55,390	\$57,387	\$26,388	\$0
GYPSUM	Sales Tax Auditor	Town Mgr and Assistant Mgr	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$62,400	\$62,400	\$62,400	\$0
LAKEWOOD	Tax Auditor II		01/2020	2080.00	=	Y	0	0	1	\$55,848	\$66,986	\$78,125	\$70,096	\$70,096	\$70,096	\$0
LONGMONT	Sales Tax Auditor	Assistant Director of Finance	01/2020	2080.00	=	Y	0	0	0	\$64,892	\$71,382	\$77,871	\$72,102	\$72,102	\$72,102	\$72,102
LOUISVILLE	Tax Auditor II	Tax Manager	02/2020	2080.00	=	N	0	0	1	\$55,099	\$63,980	\$72,862	\$65,520	\$65,520	\$65,520	\$0
LOVELAND	Sales Tax Auditor	Revenue Manager	01/2020	2080.00	=	Y	0	0	3	\$51,600	\$65,800	\$80,000	\$53,913	\$62,025	\$58,642	\$0
NORTHGLENN	Sales Tax Auditor II	Sales Tax Manager	01/2020	2080.00	=	Y	0	0	1	\$55,100	\$67,500	\$79,900	\$58,594	\$58,594	\$58,594	\$0
PARKER	Sales Tax Auditor		01/2019	2080.00		N	0	0	2	\$57,800	\$72,200	\$86,600	\$56,798	\$57,000	\$56,899	\$0
PUEBLO	TAX AUDITOR	TAX AUDIT MANAGER	01/2020	2085.00	=	N	0	0	2	\$48,457	\$54,694	\$60,931	\$52,219	\$54,737	\$53,478	\$0
STEAMBOAT SPRINGS	Sales Tax Auditor	Budget & Tax Supervisor	01/2019	2080.00	=	N	0	0	2	\$54,978	\$67,348	\$79,719	\$65,220	\$63,154	\$0	\$0
THORNTON	Tax Auditor II	Audit Supervisor	01/2020	2080.00	=	Y	0	0	3	\$64,441	\$74,752	\$85,062	\$76,940	\$78,736	\$78,051	\$0
VAIL	Sales Tax Specialist		01/2020	2080.00	=	N	0	0	1	\$50,745	\$60,387	\$70,029	\$62,004	\$62,004	\$62,004	\$0
WESTMINSTER	Sales Tax Auditor	Sales Tax Audit Supervisor	01/2020	2085.00	=	Y	0	0	4	\$67,213	\$75,614	\$84,016	\$70,720	\$77,040	\$72,626	\$71,373
WHEAT RIDGE	Sales Tax Auditor	Deputy City Manager	01/2020	2080.00	=	Y	0	0	1	\$51,760	\$64,753	\$77,746	\$72,992	\$72,992	\$72,992	\$0
WINDSOR	Sales Tax Technician	Accounting Manager	02/2020	2080.00	=	N	0	0	1	\$40,400	\$48,500	\$56,600	\$56,600	\$56,600	\$56,600	\$0
Average										\$55,708	\$67,488	\$79,268	\$65,345	\$68,059	\$65,564	\$73,536

#### Job # P25 - SCHOOL CROSSING GUARD

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
MEAD	School Crossing Guard		1/2020	2080.00	=	N	0	0	7	\$24,960	\$28,130	\$31,300	\$0	\$0	\$24,960	\$0
Average										\$24,960	\$28,130	\$31,300	?	?	\$24,960	?

#### Job # P26 - SCOREKEEPER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Recreation Worker	Recreation Coordinator	01/2020	2080.00	=	N	0	0	0	\$24,960	\$27,040	\$29,120	\$0	\$0	\$0	\$0
BUENA VISTA	SCOREKEEPER		01/2020	2080.00	=	N	0	0	0	\$28,506	\$33,978	\$39,450	\$0	\$0	\$0	\$0
DENVER	Sports Official Non-Certified		03/2020	2080.00	=	N	0	0	9	\$29,682	\$35,173	\$40,664	\$29,682	\$40,664	\$37,271	\$37,003
Average										\$27,716	\$32,064	\$36,411	\$29,682	\$40,664	\$37,271	\$37,003

#### Job # B021.5 - SENIOR CIVIL ENGINEER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
BLACK HAWK	Senior Civil Engineer		01/2020	2080.00	=	N	0	0	2	\$91,283	\$104,975	\$118,667	\$0	\$0	\$0	\$0
BRECKENRIDGE	Civil Engineer III	Town Engineer	01/01/20	2080.00	=	Y	0	0	1	\$66,400	\$83,000	\$99,600	\$77,534	\$77,534	\$77,534	\$0
BROOMFIELD	Civil Engineer (PE)	City and County Engineer	01/2020	2080.00	=	Y	0	0	3	\$90,688	\$105,976	\$121,264	\$103,730	\$119,059	\$111,394	\$0
COLORADO SPRINGS	Senior Civil Engineer	Transportation Manager	02/2020	2080.00	=	N	0	0	4	\$89,397	\$107,480	\$125,564	\$99,182	\$108,476	\$104,443	\$0
COMMERCE CITY	Development Review & Coordination Engineer	City Engineer	01/2020	2080.00	=	Y	0	0	2	\$78,010	\$97,513	\$117,016	\$89,712	\$97,513	\$93,613	\$0
DENVER	Engineer Senior		03/2020	2080.00	=	Y	0	0	52	\$89,369	\$116,180	\$142,990	\$97,223	\$142,990	\$121,313	\$122,958
LONGMONT	Sr Civil Engineer	Engineering Administrator	01/2020	2080.00	=	N	0	0	9	\$96,641	\$106,305	\$115,969	\$108,449	\$112,236	\$110,207	\$111,191
LOVELAND	Senior Civil Engineer	City Engineer	01/2020	2080.00	=	Y	0	0	5	\$82,700	\$107,500	\$132,300	\$114,836	\$132,246	\$121,551	\$0
NORTHGLENN	Senior Engineer	Director of PW	01/2020	2080.00	=	N	0	0	0	\$88,900	\$111,100	\$133,300	\$88,900	\$89,897	\$89,398	\$0
PUEBLO	WW ENGINEERING MANAGER	DIRECTOR/WASTEWATER	01/2020	2085.00	=	Y	3	3	1	\$94,395	\$104,900	\$115,405	\$104,760	\$104,760	\$104,760	\$0
VAIL	Senior Engineer		01/2020	2080.00		Y			1	\$80,394	\$100,493	\$120,592	\$103,000	\$103,000	\$103,000	\$0
WESTMINSTER	Senior Engineer	City Engineer	01/2020	2086.00	=	Y	0	0	9	\$89,761	\$100,981	\$112,201	\$94,160	\$112,201	\$108,428	\$112,201
Average										\$86,495	\$103,867	\$121,239	\$98,317	\$109,083	\$104,149	\$115,450

#### Job # B044.5 - SENIOR PROGRAMMER ANALYST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COLORADO SPRINGS	Senior Applications Programmer Analyst	Information Systems Supervisor	02/2020	2080.00	=	N	0	0	8	\$89,397	\$107,480	\$125,564	\$97,512	\$111,122	\$104,377	\$0

DENVER	IT Developer Senior		03/2020	2080.00	=	Y	0	0	26	\$79,509	\$103,362	\$127,214	\$84,862	\$127,214	\$108,166	\$107,058
LONGMONT	Lead Systems Integration Analyst	Chief Information Officer	01/2020	2080.00	=	N	0	0	1	\$88,693	\$97,562	\$106,432	\$103,510	\$103,510	\$103,510	\$103,510
THORNTON	Programmer Analyst II	Application Services Manager	01/2020	2080.00	=	Y	0	0	0	\$78,942	\$91,573	\$104,204	\$0	\$0	\$0	\$0

<b>Average</b>										<b>\$84,135</b>	<b>\$99,994</b>	<b>\$115,854</b>	<b>\$95,295</b>	<b>\$113,949</b>	<b>\$105,351</b>	<b>\$105,284</b>
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#### Job # M32 - SENIOR SERVICES DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Recreation Supervisor	Special Services Administrator	01/2020	2080.00	=	Y	20	19	5	\$47,384	\$61,784	\$76,183	\$53,360	\$79,392	\$62,882	\$0
BRIGHTON	Sr. Center Manager	Director of Parks and Recreation	03/2020	2080.00	=	Y	0	0	1	\$68,001	\$80,581	\$93,161	\$92,989	\$92,989	\$92,989	\$0
BROOMFIELD	Senior Services Manager	Director of HHS	01/2020	2080.00	=	Y	10	3	1	\$71,656	\$87,256	\$102,856	\$80,621	\$80,621	\$80,621	\$0
ERIE	Active Adults Coordinator	Recreation Division Manager	02/2020	2080.00	=	Y	4	1	1	\$50,550	\$58,438	\$66,326	\$61,261	\$61,261	\$61,261	\$0
FORT LUPTON	Senior Services and Special Events Coordinator	Recreation Director	02/2020	2080.00	=	Y	0	0	0	\$45,000	\$54,000	\$63,000	\$52,915	\$52,915	\$52,915	\$0
GUNNISON COUNTY	SENIOR RESOURCES PROGRAM MANAGER	DIRECTOR OF DEPARTMENT OF HEALTH & HUMAN SERVICES	01/2020	2080.00	=	Y	0	0	1	\$59,127	\$71,381	\$83,635	\$79,605	\$79,605	\$79,605	\$0
LONGMONT	Senior Services Manager	Director of Community Services	01/2020	2080.00	=	Y	6	5	1	\$81,403	\$89,544	\$97,684	\$91,350	\$91,350	\$91,350	\$91,350
PLATTEVILLE	Senior Coordinator	Town Manager	01/2020	1856.00	=	N	0	0	1	\$0	\$0	\$0	\$32,689	\$32,689	\$32,689	\$0
SUMMIT COUNTY	Community and Senior Center Manager	Assistant County Manager - Community Services	07/2019	2080.00	=	Y	0	0	1	\$63,128	\$78,910	\$94,693	\$76,009	\$76,009	\$76,009	\$0
THORNTON	Older Adult Program Manager	Community Services Director	01/2020	2080.00	=	Y	7	6	1	\$87,375	\$101,355	\$115,335	\$115,335	\$115,335	\$115,335	\$0
<b>Average</b>										<b>\$63,736</b>	<b>\$75,916</b>	<b>\$88,097</b>	<b>\$73,613</b>	<b>\$76,217</b>	<b>\$74,566</b>	<b>\$91,350</b>

#### Job # B059 - SKILLED CRAFT SPECIALIST-LICENSED

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Senior Facilities Maintenance Technician	Facilities O & M Supervisor	01/2020	2080.00	=	N	0	0	4	\$33,758	\$42,578	\$51,397	\$46,535	\$48,280	\$47,508	\$0
BROOMFIELD	HVAC Technician	Facilities Superintendent	01/2020	2080.00	=	N	0	0	1	\$52,624	\$61,256	\$69,888	\$53,685	\$53,685	\$53,685	\$0
COLORADO SPRINGS	Skilled Maintenance Technician	Skilled Maintenance Supervisor	02/2020	2080.00	=	N	0	0	20	\$52,232	\$62,798	\$73,363	\$55,045	\$62,721	\$59,973	\$0
DENVER	Facility Maintenance Technician		03/2020	2080.00	=	N	0	0	36	\$42,120	\$51,813	\$61,506	\$47,320	\$67,205	\$57,734	\$56,966
ENGLEWOOD	Facilities Maintenance Technician II	Facilities Maintenance Supervisor	01/2019	2080.00	=	N	0	0	1	\$63,085	\$77,330	\$91,575	\$78,000	\$78,000	\$78,000	\$0
FORT COLLINS	Water Utility Maint Operator	Crew Chief, Water Field Operations	01/2020	2080.00	<	N	0	0	37	\$43,617	\$52,236	\$60,854	\$43,617	\$60,854	\$52,167	\$53,279
FORT MORGAN	Journey Lineman	Superintendent, Foreman & Lead Lineman	3/2020	2080.00	=	N	0	0	4	\$61,700	\$77,200	\$92,700	\$75,005	\$78,977	\$77,411	\$0
SILVERTHORNE	Maintenance Tech II	Facilities Manager	01/2020	2080.00	=	N	0	0	1	\$50,850	\$59,324	\$67,799	\$50,855	\$50,855	\$50,855	\$0
VAIL	Building Maintenance Specialist		01/2020	2080.00	=	N	0	0	6	\$50,120	\$59,641	\$69,163	\$50,190	\$67,621	\$57,668	\$0
WESTMINSTER	HVAC Specialist	Foreman - BO&M	01/2020	2085.00	=	N	0	0	2	\$62,648	\$71,420	\$80,191	\$74,469	\$76,330	\$75,399	\$75,399
YUMA	Journey Electric Lineman	Electric Superintendent	01/2020	2080.00	=	N	0	0	1	\$58,500	\$69,250	\$80,000	\$73,528	\$73,528	\$73,528	\$0
<b>Average</b>										<b>\$51,932</b>	<b>\$62,259</b>	<b>\$72,585</b>	<b>\$58,932</b>	<b>\$65,278</b>	<b>\$62,175</b>	<b>\$61,881</b>

#### Job # B123 - STORMWATER COORDINATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Stormwater Inspector	Stormwater Manager	01/2019	2080.00	=	N	0	0	1	\$55,145	\$66,312	\$77,479	\$76,918	\$76,918	\$76,918	\$0
BROOMFIELD	Stormwater Technician	Stormwater/IP Administrator	01/2020	2080.00	=	N	0	0	1	\$50,648	\$60,788	\$70,928	\$60,986	\$60,986	\$60,986	\$0
CANON CITY	Stormwater Technician		01/2019	2080.00	=	N	0	0	1	\$43,894	\$51,640	\$59,386	\$51,097	\$51,097	\$51,097	\$0
CHERRY HILLS VILLAGE			01/2020	2080.00	=	N	0	0	1	\$52,157	\$63,889	\$75,621	\$71,082	\$71,082	\$71,082	\$0
COLORADO SPRINGS	Stormwater Coordinator		02/2020	2080.00	=	N	0	0	1	\$69,031	\$82,994	\$96,958	\$81,656	\$81,656	\$81,656	\$0
COMMERCE CITY	STORMWATER COORDINATOR	City Engineer	01/2020	2080.00	=	Y	0	0	1	\$56,427	\$70,534	\$84,641	\$72,642	\$72,642	\$72,642	\$0
GOLDEN	Stormwater Supervisor	Deputy PW Director/City Engineer	1/2020	2080.00	<	Y	0	0	0	\$60,150	\$72,185	\$84,220	\$0	\$0	\$0	\$0
NORTHGLENN	Stormwater Coordinator	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$61,300	\$75,125	\$88,950	\$69,409	\$69,409	\$69,409	\$0
PUEBLO	STORMWATER COORDINATOR	DIRECTOR/PUBLIC WORKS	01/2020	2085.00	=	Y	0	0	0	\$80,104	\$89,002	\$97,899	\$0	\$0	\$0	\$0
WELLINGTON	Distribution & Collection Technician	Water Treatment Plant Superintendent /ORC	01/2020	2080.00	=	N	0	0	0	\$42,300	\$51,800	\$61,300	\$55,386	\$55,386	\$55,386	\$0
WINDSOR	STORMWATER COORDINATOR		02/2020	2080.00	=	N	0	0	1	\$64,000	\$78,400	\$92,800	\$71,718	\$71,718	\$71,718	\$0
<b>Average</b>										<b>\$57,741</b>	<b>\$69,334</b>	<b>\$80,926</b>	<b>\$67,877</b>	<b>\$67,877</b>	<b>\$67,877</b>	<b>?</b>

#### Job # B124 - STORMWATER MANAGER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Stormwater Manager	City Engineer	01/2019	2080.00	=	N	0	0	1	\$83,991	\$101,000	\$118,008	\$114,753	\$114,753	\$114,753	\$0



AURORA	Storm Water Superintendent	Manager of Water Operations and Maintenance	01/2020	2080.00	=	N	22	4	1	\$63,068	\$83,566	\$104,063	\$89,135	\$89,135	\$89,135	\$0
COLORADO SPRINGS	Stormwater Programs Manager	City Engineer	02/2020	2080.00	=	Y	16	0	1	\$83,634	\$100,552	\$117,470	\$98,929	\$98,929	\$98,929	\$0
FORT COLLINS	Director, Civil Engineering	Deputy Director, Utilities	01/2020	2080.00	=	Y	0	0	1	\$106,765	\$142,354	\$177,942	\$125,708	\$125,708	\$125,708	\$122,047
GOLDEN	Stormwater Program Manager	Deputy Public Works Director	1/2020	2080.00	<	Y	0	0	1	\$75,300	\$94,100	\$112,900	\$91,095	\$91,095	\$91,095	\$0
GREELEY	STORMWATER MANAGER	Public Works Director	01/2020	2080.00	=	Y	0	8	1	\$94,630	\$118,288	\$141,946	\$105,578	\$105,578	\$105,578	\$0
MANITOU SPRINGS	HAZARD MITIGATION & RESILIENCY DIRECTOR	CITY ADMINISTRATOR	01/2020	2080.00	=	N	0	0	1	\$56,806	\$68,168	\$79,529	\$62,487	\$73,848	\$68,168	\$0
THORNTON	Stormwater Coordinator	Infrastructure Engineering Manager	01/2020	2080.00	=	Y	1	1	1	\$66,658	\$77,324	\$87,989	\$83,060	\$83,060	\$83,060	\$0

Average

\$78,856

\$98,169

\$117,481

\$96,343

\$97,763

\$97,053

\$122,047

**Job # M33 - STREET SUPERINTENDENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ALAMOSA	MAINTENANCE SUPERINTENDENT	PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	Y	7	7	1	\$51,240	\$62,771	\$74,302	\$55,024	\$55,024	\$55,024	\$55,024
ARVADA	Streets Manager	Director of Public Works	01/2020	2080.00	=	Y	32	5	1	\$90,155	\$106,714	\$123,274	\$109,225	\$109,225	\$109,225	\$0
AURORA	Manager of Public Works Operations	Director of Public Works	01/2020	2080.00	=	Y	107	5	1	\$79,507	\$105,346	\$131,186	\$133,295	\$133,295	\$133,295	\$0
BERTHOUD	Street Superintendent	Public Works Director	01/2020	2080.00	=	N	4	0	1	\$63,577	\$73,498	\$83,419	\$77,459	\$77,459	\$77,459	\$0
BRECKENRIDGE	Streets Assistant Manager	Streets and Parks Division Manager	01/01/20	2080.00	<	Y	14	1	1	\$54,200	\$67,800	\$81,400	\$70,384	\$70,384	\$70,384	\$0
BRIGHTON	Street Manager	Director of Public Works- Streets	03/2020	2080.00	=	Y	0	0	1	\$91,462	\$108,382	\$125,303	\$121,113	\$121,113	\$121,113	\$0
BROOMFIELD	Superintendent Streets	Director of Public Works	01/2020	2080.00	=	Y	15	4	1	\$91,416	\$111,020	\$130,624	\$119,600	\$119,600	\$119,600	\$0
BUENA VISTA	STREET Foreman		01/2020	2080.00	=	N	0	0	1	\$45,284	\$53,976	\$62,668	\$50,773	\$50,773	\$50,773	\$0
BURLINGTON	Street Superintendant	Public Works Director	01/2020	2080.00	=	N	5	0	1	\$44,945	\$52,796	\$60,646	\$50,963	\$50,963	\$50,963	\$50,963
CANON CITY			01/2019	2080.00					1	\$57,593	\$67,756	\$77,919	\$69,236	\$69,236	\$69,236	\$0
CARBONDALE	STREETS FOREMAN		01/2020	2080.00	=	N	0	0	1	\$54,075	\$67,594	\$81,112	\$64,272	\$64,272	\$64,272	\$67,594
CASTLE ROCK	PUBLIC WORKS OPERATIONS MANAGER		01/2020	2080.00	=	Y	0	0	1	\$83,741	\$100,474	\$117,208	\$0	\$0	\$0	\$0
CRIPPLE CREEK	Field Operations Supervisor	Public Works Director	01/2020	2080.00	<	N	6	1	1	\$46,460	\$54,658	\$62,857	\$57,922	\$57,922	\$57,922	\$0
DELTA COUNTY	Road & Bridge Foreman		01/2020	2080.00	=	N	0	0	3	\$55,915	\$67,125	\$78,335	\$55,915	\$75,118	\$67,428	\$0
DENVER	Director Street Maintenance		03/2020	2080.00	=	Y	0	0	1	\$99,649	\$129,544	\$159,438	\$140,000	\$140,000	\$140,000	\$140,000
DILLON	STREET SUPERINTENDENT		01/2020	2080.00	=	N	0	6	1	\$65,710	\$78,852	\$91,994	\$70,508	\$70,508	\$70,508	\$0
DURANGO	Streets Manager	City Operations Director	01/2020	2080.00	=	Y	12	2	1	\$80,616	\$98,754	\$116,893	\$80,616	\$80,616	\$80,616	\$0
ENGLEWOOD	Streets Maintenance Manager	Director of Public Works	01/2019	2080.00	=	Y	0	0	1	\$86,386	\$107,957	\$129,528	\$90,765	\$90,765	\$90,765	\$0
ERIE	O & M Supervisor	O & M Manager	02/2020	2080.00	=	N	12	0	1	\$58,416	\$67,532	\$76,648	\$61,696	\$61,696	\$61,696	\$0
FORT COLLINS	Dir, Transportation Operations	City Engineer	01/2020	2080.00	=	Y	0	0	1	\$108,836	\$145,114	\$181,393	\$129,122	\$129,122	\$129,122	\$119,558
FORT MORGAN	Street Superintendent	Director of Public Works and Engineering	3/2020	2080.00	=	N	0	0	1	\$60,800	\$76,050	\$91,300	\$75,238	\$75,238	\$75,238	\$0
FOUNTAIN	STREETS SUPERINTENDENT	DEPUTY CITY MANAGER	02/2020	2080.00	=	N	8	8	1	\$65,174	\$79,512	\$93,850	\$66,477	\$95,727	\$79,773	\$0
FRISCO	Streets Foreman	Public Works Director	01/2020	2080.00	>	N	5	5	1	\$61,416	\$73,699	\$85,982	\$82,610	\$82,610	\$82,610	\$0
GEORGETOWN	ROAD & BRIDGE SUPERVISOR	TOWN ADMINISTRATOR	01/2020	2080.00	>	N	0	0	1	\$0	\$0	\$0	\$54,439	\$54,439	\$54,439	\$54,439
GLENWOOD SPRINGS	Streets Superintendent	Public Works Director	01/2020	2080.00	=	Y	0	0	1	\$64,581	\$77,456	\$90,331	\$74,294	\$74,294	\$74,294	\$0
GOLDEN	Streets Superintendent	Deputy Director of Public Works	1/2020	2080.00	=	Y	13	7	1	\$81,800	\$102,300	\$122,800	\$103,672	\$103,672	\$103,672	\$0
GRANBY	STREET SUPERVISOR	TOWN MANAGER	01/2020	2080.00	<	N	4	4	1	\$57,154	\$68,045	\$78,936	\$78,936	\$78,936	\$0	\$0
GREELEY	STREETS SUPERINTENDENT	Public Works Director	01/2020	2080.00	=	Y	46	4	1	\$90,378	\$110,713	\$131,048	\$110,718	\$110,718	\$110,718	\$0
GREENWOOD VILLAGE	Public Works Manager - Roads	PW Director	01/2020	2080.00	=	N	0	0	1	\$83,868	\$103,218	\$122,569	\$86,070	\$86,070	\$86,070	\$0
IDAHO SPRINGS	PUBLIC WORKS SUPERINTENDENT		01/2020	2080.00	=	N	0	0	1	\$86,709	\$106,051	\$125,393	\$86,715	\$86,715	\$86,715	\$0
LA JUNTA	Street & Sanitation Supervisor		01/2020	2080.00		Y			1	\$57,123	\$63,285	\$69,447	\$63,853	\$63,853	\$63,853	\$0
LAFAYETTE	Streets / Utilities Fleet Superintendent		01/2020	2080.00	=	N	0	0	1	\$72,555	\$90,694	\$108,832	\$99,632	\$99,632	\$99,632	\$0
LEADVILLE	STREET SUPERINTENDENT		01/2020	2080.00		N	0	0	1	\$47,355	\$52,890	\$58,425	\$0	\$63,000	\$0	\$0
LOUISVILLE	Operations Manager	Director of Public Works	02/2020	2080.00	=	Y	15	3	1	\$78,416	\$91,062	\$103,708	\$82,347	\$82,347	\$82,347	\$0
LOVELAND	Streets & Stormwater Maintenance Superintendent	Streets & Solid Waste Manager	01/2020	2080.00	=	Y	0	2	1	\$82,700	\$107,500	\$132,300	\$102,960	\$102,960	\$102,960	\$0
MONTROSE	Street Division Superintendent	Public Works Manager	01/2020	2080.00	=	Y	20	2	2	\$66,075	\$80,150	\$94,226	\$63,408	\$77,922	\$71,999	\$0
MONUMENT	STREET SUPERINTENDENT		1/2019	2080.00		N			0	\$57,330	\$69,290	\$81,250	\$79,954	\$79,954	\$79,954	\$0
MOUNTAIN VILLAGE	Manager Road & Bridge		01/2020	2080.00	=	N	0	0	0	\$61,674	\$72,468	\$83,263	\$74,280	\$74,280	\$74,280	\$0
NORTHGLENN	PW Superintendent - Ops	Director of Public Works	01/2020	2080.00	=	Y	30	5	2	\$88,900	\$111,100	\$133,300	\$91,561	\$104,354	\$97,958	\$0
ROCKY FORD	STREETS FOREMAN	Public Works Foreman	01/2020	2080.00	=	N	1	1	1	\$23,735	\$31,805	\$39,875	\$0	\$0	\$0	\$0
SNOWMASS VILLAGE	STREET SUPERINTENDENT		07/2019	2080.00		N			0	\$73,573	\$88,286	\$103,000	\$98,883	\$98,883	\$98,883	\$0
SPRINGFIELD	STREET SUPERINTENDENT	Town Manager	01/2020	2080.00	=	Y	5	0	1	\$40,000	\$45,000	\$50,000	\$0	\$0	\$0	\$0
STEAMBOAT SPRINGS	Street Superintendent	Directorof Public Works	01/2019	2080.00	=	Y	17	1	1	\$71,837	\$88,000	\$104,163	\$91,894	\$91,894	\$0	\$0
STERLING	Streets and Sanitation Superintendent	Public Works Director	01/2020	2080.00	=	Y	10	10	1	\$69,906	\$78,060	\$86,213	\$67,870	\$67,870	\$67,870	\$0
TELLURIDE	Street & Utility Superintendent	Public Works Director	03/2020	2080.00	=	Y	0	0	1	\$71,551	\$87,650	\$103,750	\$83,839	\$83,839	\$83,839	\$0
THORNTON	Street Operations Superintendent	Infrastructure Operations Director	01/2020	2080.00	=	Y	28	11	1	\$73,778	\$85,582	\$97,387	\$97,387	\$97,387	\$97,387	\$0
VAIL	Street Superintendent		01/2020	2080.00	=	Y	0	0	1	\$80,790	\$100,987	\$121,185	\$117,368	\$117,368	\$117,368	\$0
WALSENBURG	Street Superintendant		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$43,318	\$64,000	\$43,318	\$0
WESTMINSTER	Street Operations Manager	Public Works and Utilities	01/2020	2085.00	=	Y	30	7	1	\$106,835	\$120,190	\$133,544	\$112,073	\$112,073	\$112,073	\$112,073

		Director														
WHEAT RIDGE	Operations Manager	Public Works Director	01/2020	2080.00	=	Y	15	3	1	\$79,983	\$100,006	\$120,028	\$113,728	\$113,728	\$113,728	\$0
WINDSOR	STREET SUPERINTENDENT		02/2020	2080.00					1	\$71,500	\$89,400	\$107,300	\$78,062	\$78,062	\$78,062	\$0
WINTER PARK			01/2020	0.00					1	\$55,600	\$68,150	\$80,700	\$70,720	\$70,720	\$70,720	\$0
Average										\$69,846	\$84,925	\$100,005	\$84,587	\$86,115	\$85,417	\$85,664

#### Job # B024 - SURVEY PARTY CHIEF

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Survey Party Chief	Chief Surveyor	01/2020	2080.00	=	N	2	2	1	\$60,999	\$72,203	\$83,406	\$83,406	\$83,406	\$83,406	\$0
AURORA	Survey Party Chief	Chief Surveyor	01/2020	2080.00	=	N	0	0	2	\$39,160	\$51,888	\$64,615	\$55,047	\$59,522	\$57,284	\$0
COLORADO SPRINGS	Licensed Surveyor		02/2020	2080.00	=	N	0	0	2	\$69,031	\$82,994	\$96,958	\$81,909	\$82,870	\$82,390	\$0
DENVER	Land Surveyor Staff		03/2020	2080.00			0	0	3	\$59,886	\$77,852	\$95,818	\$75,656	\$90,786	\$82,452	\$80,913
PUEBLO	SURVEY PARTY CHIEF	CIVIL ENGINEER/CONSTRUCTION	01/2020	2085.00	=	N	1	1	1	\$46,591	\$52,566	\$58,542	\$58,542	\$58,542	\$58,542	\$0
Average										\$55,133	\$67,501	\$79,868	\$70,912	\$75,025	\$72,815	\$80,913

#### Job # B024.5 - SURVEY PARTY CHIEF, LICENSED

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Professional Land Surveyor	Chief Surveyor	01/2020	2080.00	=	N	0	0	1	\$43,076	\$57,076	\$71,076	\$64,654	\$64,654	\$64,654	\$0
DENVER	Land Surveyor		03/2020	2080.00	=	Y	0	0	12	\$68,435	\$88,966	\$109,496	\$73,931	\$109,496	\$86,952	\$86,395
FORT COLLINS	Supervisor, Civil Engineering	Manager, Civil Engineering	01/2020	2080.00	=	N	0	0	2	\$61,776	\$82,368	\$102,960	\$71,726	\$77,353	\$74,540	\$71,067
GRAND JUNCTION	City Surveyor	Engineering Program Supervisor	01/2020	2080.00	>	Y	0	0	0	\$67,118	\$80,542	\$93,965	\$0	\$0	\$0	\$0
LAMAR	Licensed Professional Land Surveyor	Planning & Community Development Director	01/2020	2080.00	=	Y	1	1	1	\$42,876	\$52,255	\$61,634	\$64,134	\$64,134	\$64,134	\$64,134
PUEBLO	SURVEY PARTY CHIEF-LS	CIVIL ENGINEER/CONSTRUCTION	01/2020	2085.00	=	N	1	1	1	\$52,027	\$58,342	\$64,657	\$64,657	\$64,657	\$64,657	\$0
THORNTON	City Surveyor	Infrastructure Engineering Manager	01/2020	2080.00	=	Y	6	5	1	\$81,659	\$94,724	\$107,790	\$105,842	\$105,842	\$105,842	\$0
Average										\$59,567	\$73,468	\$87,368	\$74,157	\$81,023	\$76,796	\$73,865

#### Job # B025 - SURVEY TECHNICIAN

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Survey Technician III	Survey Party Chief	01/2020	2080.00	=	N	0	0	1	\$48,513	\$57,424	\$66,335	\$50,333	\$50,333	\$50,333	\$0
AURORA	Senior Survey Technician	Chief Surveyor	01/2020	2080.00	=	N	0	0	3	\$32,365	\$42,883	\$53,401	\$45,797	\$51,631	\$48,746	\$0
DENVER	Surveying Technician II		03/2020	2080.00	=	N	0	0	2	\$49,067	\$60,351	\$71,635	\$49,214	\$57,720	\$53,467	\$53,467
FORT COLLINS	Technician II, Civil Engr	Manager, Civil Engineering	01/2020	2080.00	=	N	0	0	2	\$50,795	\$63,494	\$76,193	\$53,500	\$59,166	\$56,333	\$55,283
GRAND JUNCTION	Survey Technician	City Surveyor	01/2020	2080.00	=	N	0	0	1	\$52,354	\$62,824	\$73,295	\$65,374	\$65,374	\$65,374	\$0
GREELEY	SURVEY TECHNICIAN	Project Manager	01/2020	2080.00	=	N	0	0	1	\$43,505	\$51,119	\$58,732	\$39,406	\$39,406	\$39,406	\$0
PUEBLO	SURVEYOR	CIVIL ENGINEER/CONSTRUCTION	01/2020	2085.00	=	N	0	0	1	\$39,527	\$44,490	\$49,454	\$49,545	\$49,545	\$49,545	\$0
Average										\$45,161	\$54,655	\$64,149	\$50,453	\$53,311	\$51,886	\$54,375

#### Job # B125 - SUSTAINABILITY SPECIALIST/PLANNER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ASPEN	Climate Action Manager	Environmental Health and Sustainability Director	01/2019	2080.00	=	Y	0	0	0	\$68,057	\$81,838	\$95,620	\$83,719	\$83,719	\$83,719	\$0
BRECKENRIDGE	Sustainability Coordinator	Assistant Director of Community Development	01/01/20	2080.00	=	Y	0	0	1	\$60,200	\$75,200	\$90,200	\$73,850	\$73,805	\$73,850	\$0
COLORADO SPRINGS	Sustainability & Innovation Manager		02/2020	2080.00	=	N	0	0	0	\$58,102	\$69,855	\$81,608	\$0	\$0	\$0	\$0
FOUNTAIN	CONSERVATION & SUSTAINABILITY MANAGER	Utilities Customer Service Manager	02/2020	2080.00	=	N	0	0	1	\$62,070	\$75,726	\$89,381	\$75,974	\$91,169	\$75,974	\$75,974
GOLDEN	Sustainability Coordinator	Deputy Director Public Works	1/2020	2080.00	=	Y	0	0	1	\$63,800	\$78,100	\$92,400	\$92,400	\$92,400	\$92,400	\$0
GUNNISON COUNTY	Director of Sustainable Operations	County Manager	01/2020	2080.00	=	Y	2	0	1	\$99,893	\$120,595	\$141,297	\$113,731	\$113,731	\$113,731	\$0
LAFAYETTE	ENERGY CONSERVATION & SUSTAINABILITY SPECIALIST/PLANNER		01/2020	2080.00	=	Y	0	0	1	\$63,156	\$78,945	\$94,734	\$75,338	\$75,338	\$75,338	\$75,338
LONGMONT	Environmental/Sustainability Planner		01/2020	2080.00	=	N	0	0	0	\$75,464	\$83,010	\$90,557	\$83,844	\$83,844	\$83,844	\$83,844
WESTMINSTER	Energy and Facilities Projects Coordinator	Facilities Manager	01/2020	2085.00	=	N	0	0	1	\$89,761	\$100,981	\$112,201	\$112,201	\$112,201	\$112,201	\$112,201
Average										\$71,167	\$84,917	\$98,666	\$88,882	\$90,776	\$88,882	\$86,839

#### Job # B045 - SYSTEMS ADMINISTRATOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Network/System Administrator (AC34)	Systems and Networking Manager	01/2020	2080.00	=	Y	0	0	7	\$67,250	\$82,396	\$97,543	\$88,049	\$90,264	\$82,363	\$0
BRIGHTON	Systems Administrator		03/2020	2080.00	=	N	0	0	1	\$64,371	\$76,280	\$88,188	\$64,371	\$64,371	\$64,371	\$0
CASTLE ROCK	SERVER ADMINISTRATOR		01/2020	2080.00	=	Y	0	0	2	\$70,512	\$84,614	\$98,717	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Systems Administrator II	Information Systems Manager	02/2020	2080.00	=	Y	0	0	5	\$69,031	\$82,994	\$96,958	\$71,260	\$82,870	\$76,297	\$0
COMMERCE CITY	Systems Administrator	System Administration Supervisor	01/2020	2080.00	=	Y	0	0	1	\$68,163	\$85,204	\$102,245	\$80,052	\$80,052	\$80,052	\$0
DENVER	IT Systems Administrator Associate		03/2020	2080.00	=	Y	0	0	19	\$69,576	\$90,449	\$111,322	\$75,227	\$111,159	\$89,018	\$88,629
ENGLEWOOD	Systems Administrator	Information Technology Manager	01/2019	2080.00	=	Y	0	0	0	\$63,085	\$77,330	\$91,575	\$0	\$0	\$0	\$0
ERIE	Systems Administrator	Information Technology Manager	02/2020	2080.00	=	Y	0	0	1	\$61,268	\$73,642	\$86,016	\$68,291	\$68,291	\$68,291	\$0
GLENWOOD SPRINGS	System Administrator	IS Director	01/2020	2080.00	=	N	0	0	1	\$56,846	\$68,234	\$79,622	\$77,669	\$77,669	\$77,669	\$0
GREELEY	SYSTEMS ADMINISTRATOR	Various	01/2020	2080.00	=	Y	0	0	1	\$74,890	\$93,602	\$112,314	\$91,790	\$91,790	\$91,790	\$0
GREENWOOD VILLAGE				2080.00					1	\$63,918	\$78,311	\$92,704	\$82,326	\$82,326	\$82,326	\$0
GUNNISON COUNTY	IT SYSTEMS ADMINISTRATOR	IT DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$47,288	\$57,088	\$66,889	\$47,288	\$47,288	\$47,288	\$0
LOUISVILLE	Systems Administrator	Director of Information Technoloty	02/2020	2080.00	=	N	0	0	1	\$67,038	\$77,844	\$88,649	\$88,212	\$88,212	\$88,212	\$0
PARKER	System Administrator		01/2019	2080.00		N	0	0	1	\$62,700	\$79,000	\$95,300	\$77,121	\$77,121	\$77,121	\$0
RIFLE	Systems Administrator I/ IT/PD		01/2020	2080.00		N			2	\$51,240	\$62,842	\$74,445	\$45,447	\$51,696	\$48,571	\$48,571
SUMMIT COUNTY	Systems Administrator	IS Director	07/2019	2080.00	=	N	0	0	0	\$61,597	\$76,996	\$92,395	\$67,700	\$88,481	\$81,796	\$0
THORNTON	Systems Administrator I	Network Services Manager	01/2020	2080.00	=	Y	0	0	1	\$76,317	\$88,528	\$100,738	\$91,440	\$91,440	\$91,440	\$0
Average										\$64,417	\$78,550	\$92,683	\$74,416	\$79,535	\$76,440	\$68,600

#### Job # B045.5 - SYSTEMS ADMINISTRATOR, SENIOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Senior Network/System Administrator (AG34)	Systems and Networking Manager	01/2020	2080.00	=	Y	3	3	2	\$84,561	\$103,618	\$122,674	\$105,887	\$109,094	\$107,491	\$0
BRIGHTON	Senior Systems Administrator		03/2020	2080.00	=	N	0	0	1	\$73,572	\$87,182	\$100,793	\$77,250	\$77,250	\$77,250	\$0
COLORADO SPRINGS	Senior Systems Administrator	Information Systems Manager	02/2020	2080.00	=	Y	0	0	6	\$89,397	\$107,480	\$125,564	\$93,669	\$111,586	\$102,098	\$0
DENVER	IT Systems Administrator Senior		03/2020	2080.00	=	Y	0	0	27	\$79,509	\$103,362	\$127,214	\$89,483	\$120,612	\$104,689	\$104,396
GOLDEN	Systems Administrator	IT Manager	1/2020	2080.00	=	N	0	0	3	\$81,800	\$102,300	\$122,800	\$91,300	\$95,805	\$93,705	\$0
GRAND JUNCTION	IT Supervisor	Information Technologies Director	01/2020	2080.00	>	Y	8	6	2	\$77,895	\$93,473	\$109,051	\$92,580	\$92,580	\$92,580	\$0
NORTHGLENN	Sr. Network Administrator	Director of Technology	01/2020	2080.00	=	N	0	0	1	\$80,000	\$100,000	\$120,000	\$101,296	\$101,296	\$101,296	\$0
PUEBLO	SENIOR NETWORK ADMINISTRATOR /SENIOR SECURITY ADMINISTRATOR	DIRECTOR/IT	01/2020	2085.00	=	Y	0	0	1	\$56,991	\$68,216	\$79,441	\$79,441	\$79,441	\$79,441	\$0
RIFLE	IT Systems Administrator II		01/2020	2080.00		N			1	\$56,910	\$71,190	\$85,470	\$62,694	\$62,694	\$62,694	\$62,694
SUMMIT COUNTY	Senior Systems Administrator	IS Director	07/2019	2080.00	=	N	0	0	3	\$65,908	\$82,385	\$98,862	\$91,802	\$99,836	\$94,683	\$0
THORNTON	Systems Administrator II	Network Services Manager	01/2020	2080.00	=	Y	0	0	4	\$93,491	\$108,450	\$123,408	\$100,020	\$123,408	\$110,701	\$0
WESTMINSTER	Support Services Administrator	IT Systems Supervisor	01/2020	2085.00	=	N	0	0	1	\$103,730	\$116,696	\$129,663	\$113,081	\$113,081	\$113,081	\$113,081
Average										\$78,647	\$95,363	\$112,078	\$91,542	\$98,890	\$94,976	\$93,390

#### Job # B046 - SYSTEMS ANALYST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Business System Analyst (AA34)	Software Applications Manager	01/2020	2080.00	=	Y	0	0	8	\$67,250	\$82,396	\$97,543	\$85,418	\$90,264	\$84,122	\$0
BLACK HAWK	IT Systems Analyst	IT Manager	01/2020	2080.00	=	Y	0	0	0	\$85,375	\$96,881	\$108,387	\$0	\$0	\$0	\$0
BROOMFIELD	Development Ops Engineer I	Chief Technology Officer	01/2020	2080.00	=	Y	0	0	3	\$70,824	\$84,344	\$97,864	\$71,781	\$97,115	\$84,448	\$0
CANON CITY	IT Analyst	City Engineer	01/2019	2080.00	=	N	0	0	2	\$46,116	\$54,254	\$62,392	\$47,500	\$52,530	\$50,015	\$0
CORTEZ	Computer System Analyst	Director of MIS	01/2020	2080.00	=	N	0	0	1	\$39,104	\$48,859	\$58,614	\$53,498	\$53,498	\$53,498	\$0
DENVER	IT Systems Analyst Associate		03/2020	2080.00	=	Y	0	0	8	\$69,576	\$90,449	\$111,322	\$73,231	\$91,686	\$81,983	\$81,566
DURANGO	Systems Analyst II	Library Director/GIS Spv/Systems Analyst Spv	01/2020	2080.00	=	Y	1	1	4	\$66,647	\$79,976	\$93,305	\$66,647	\$82,172	\$74,410	\$0
FORT COLLINS	Analyst II, Apps Software	Senior Manager, Applications Software	01/2020	2080.00	=	Y	0	0	17	\$67,181	\$89,574	\$111,967	\$84,588	\$98,198	\$92,458	\$89,979
GRAND JUNCTION	Systems Network Analyst	IT Supervisor	01/2020	2080.00	=	Y	0	0	7	\$70,522	\$84,626	\$98,731	\$81,785	\$88,067	\$87,069	\$0
GREENWOOD VILLAGE	ERP Systems Analyst		01/2020	2080.00	=	N	0	0	1	\$82,586	\$94,331	\$106,076	\$88,566	\$88,566	\$88,566	\$0
PARKER	Systems Analyst		01/2019	2080.00		N	0	0	0	\$71,000	\$92,300	\$113,600	\$0	\$0	\$0	\$0
PUEBLO	BUSINESS SYSTEMS ANALYST	DIRECTOR/IT	01/2020	2085.00	=	N	0	0	2	\$49,303	\$57,736	\$66,168	\$49,303	\$66,168	\$57,735	\$0
STEAMBOAT SPRINGS	Information Systems Analyst	Information Systems Manager	01/2019	2080.00	=	N	0	0	1	\$54,978	\$67,348	\$79,719	\$64,302	\$64,302	\$0	\$0
THORNTON	Systems Analyst I	Application Services Manager	01/2020	2080.00	=	Y	0	0	1	\$78,942	\$91,573	\$104,204	\$101,990	\$101,990	\$101,990	\$0
VAIL	Systems Engineer I		01/2020	2080.00	=	N	0	0	2	\$54,680	\$66,988	\$79,297	\$58,000	\$65,000	\$61,500	\$0

Average											\$64,939	\$78,776	\$92,613	\$71,278	\$79,966	\$76,483	\$85,772
<b>Job # B046.5 - SYSTEMS ANALYST, SENIOR</b>											Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Median
AURORA	Senior Business System Analyst (AF34)	Software Applications Manager	01/2020	2080.00	=	Y	0	0	7		\$73,120	\$89,606	\$106,092	\$88,929	\$99,854	\$97,558	\$0
DENVER	IT Systems Analyst Senior		03/2020	2080.00	=	Y	0	0	26		\$79,509	\$103,362	\$127,214	\$84,476	\$122,525	\$104,090	\$103,372
MONTROSE	Network Analyst 2	Director of Information Systems	01/2020	2080.00	=	Y	0	0	1		\$65,007	\$78,230	\$91,454	\$66,582	\$75,407	\$70,207	\$0
SUMMIT COUNTY	Planner II		07/2019	2080.00		Y			3		\$58,431	\$73,038	\$87,646	\$65,543	\$83,352	\$74,230	\$73,796
THORNTON	Systems Analyst II	Applications Services Manager	01/2020	2080.00	=	Y	0	0	2		\$96,708	\$112,181	\$127,654	\$127,654	\$127,654	\$127,654	\$0
VAIL	Systems Engineer III		01/2020	2080.00	=	N	0	0	3		\$73,090	\$91,352	\$109,614	\$86,728	\$95,779	\$90,836	\$0
Average											\$74,311	\$91,295	\$108,279	\$86,652	\$100,762	\$94,096	\$88,584
<b>Job # B135.5 - TELECOMM ANALYST</b>											Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Median
DENVER	IT Communications Technician I		03/2020	2080.00	=	N	0	0	29		\$69,576	\$85,582	\$101,587	\$78,426	\$101,587	\$92,942	\$92,932
GREELEY	TELECOM ADMINISTRATOR	Network Manager	01/2020	2080.00	=	Y	0	0	1		\$68,025	\$85,026	\$102,026	\$85,030	\$85,030	\$85,030	\$0
MOUNTAIN VILLAGE	MANAGER BROADBAND SYSTEMS	DIRECTOR PUBLIC WORKS	01/2020	2080.00	=	N	2	2	1		\$75,144	\$88,296	\$101,449	\$94,120	\$94,120	\$94,120	\$0
Average											\$70,915	\$86,301	\$101,687	\$85,859	\$93,579	\$90,697	\$92,932
<b>Job # B135 - TELECOMM SYSTEM COORDINATOR</b>											Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Median
BROOMFIELD	Telecommunications Administrator	Director of IT	01/2020	2080.00	=	N	0	0	1		\$67,600	\$84,604	\$101,608	\$93,891	\$93,891	\$93,891	\$0
WESTMINSTER	SeniorTelecommunications Administrator	Software Engineering Manager	01/2020	2086.00	=	N	0	0	1		\$103,730	\$116,696	\$129,663	\$129,663	\$129,663	\$129,663	\$129,663
Average											\$85,665	\$100,650	\$115,636	\$111,777	\$111,777	\$111,777	\$129,663
<b>Job # B073 - TELEVISION SERVICES COORDINATOR</b>											Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Median
ARVADA	Media Services Manager	Communications Manager	01/2020	2080.00	=	Y	5	5	1		\$67,256	\$79,610	\$91,963	\$88,176	\$88,176	\$88,176	\$0
AURORA	TV and Cable Services Supervisor	Director of Communications	01/2020	2080.00	=	Y	7	7	1		\$52,123	\$69,062	\$86,002	\$90,488	\$90,488	\$90,488	\$0
BRIGHTON	Media Services Coordinator	Director of Public Information and Community Resources	03/2020	2080.00	=	N	0	0	1		\$59,054	\$69,979	\$80,904	\$80,904	\$80,904	\$80,904	\$0
BUENA VISTA	BVTV COORDINATOR		01/2020	2080.00	=	N	0	0	0		\$34,424	\$41,032	\$47,639	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Video Production Specialist	Chief Communications Officer	02/2020	2080.00	=	Y	0	0	1		\$56,933	\$68,450	\$79,966	\$67,879	\$67,879	\$67,879	\$0
DENVER	Television Programmer		03/2020	2080.00	=	Y	0	0	1		\$66,775	\$86,808	\$106,840	\$82,418	\$82,418	\$82,418	\$82,418
FORT COLLINS	Manager, Video Production	Director, Communications	01/2020	2080.00	=	Y	0	0	1		\$75,551	\$100,734	\$125,918	\$93,895	\$93,895	\$93,895	\$91,160
LAKEWOOD	Digital Content Manager		01/2020	2080.00		N			1		\$61,443	\$73,694	\$85,946	\$68,578	\$68,578	\$68,578	\$0
RIFLE	Community Access TV Manager		01/2020	2080.00		N			1		\$56,910	\$71,190	\$85,470	\$61,468	\$61,468	\$61,468	\$61,468
Average											\$58,941	\$73,395	\$87,850	\$79,226	\$79,226	\$79,226	\$78,349
<b>Job # S06 - TOWN ADMINISTRATOR/CLERK</b>											Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc		Min	Mid	Max	Low	High	Avg	Median
BLUE RIVER	Town Administrator	Mayor	01/2020	2080.00	=	N	0	0	1		\$70,000	\$80,000	\$90,000	\$77,100	\$77,100	\$77,100	\$77,100
BRECKENRIDGE	Municipal Clerk	Assistant Town Manager	01/01/20	2080.00	=	N	0	0	1		\$66,400	\$78,300	\$90,200	\$90,572	\$90,572	\$90,572	\$0
FRISCO	TOWN CLERK	Mayor/Council	01/2020	2080.00		N	0	0	1		\$68,184	\$85,230	\$102,277	\$84,611	\$84,611	\$84,611	\$0
GILCREST	Town Administrator	Board of Trustees	01/2020	1248.00	=	N	0	0	0		\$0	\$0	\$0	\$51,500	\$51,500	\$51,500	\$0
KIOWA	Town Administrator	Town Board	01/2020	2080.00	=	N	0	0	0		\$38,400	\$38,400	\$38,400	\$0	\$0	\$0	\$0
MONUMENT	Town Clerk	Town Manager	01/2019	2080.00	=	N	4	4	1		\$50,274	\$60,322	\$70,370	\$67,275	\$67,275	\$67,275	\$0
PAONIA	TOWN ADMINISTRATOR/CLERK	BOARD OF TRUSTEES	01/2020	2080.00	=	N	4	4	1		\$70,533	\$87,340	\$104,146	\$73,840	\$73,840	\$73,840	\$0
PARACHUTE	Deputy Town Clerk	Town Administrator	01/2019	2080.00	=	N	2	0	1		\$91,087	\$95,373	\$99,660	\$99,660	\$99,660	\$99,660	\$0
SEVERANCE	Town Administrator	Board	01/2020	2080.00	>	Y	0	0	1		\$0	\$0	\$0	\$126,000	\$126,000	\$126,000	\$126,000
SNOWMASS VILLAGE	TOWN ADMINISTRATOR / CLERK		07/2019	2080.00		N			0		\$73,573	\$88,286	\$103,000	\$91,000	\$91,000	\$91,000	\$0
TELLURIDE	Town Clerk	Town Manager	03/2020	2080.00	=	N	0	0	1		\$84,087	\$103,006	\$121,926	\$89,995	\$89,995	\$89,995	\$0
WINDSOR	Deputy Town Clerk	Town Clerk / Assistant to Town Manager	02/2020	2080.00	=	N	0	0	1		\$71,500	\$89,400	\$107,300	\$74,380	\$74,380	\$74,380	\$0

Average										\$68,404	\$80,566	\$92,728	\$84,176	\$84,176	\$84,176	\$101,550
<b>Job # B026A - TRAFFIC ENGINEER</b>										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Traffic Engineer	City Engineer	01/2020	2080.00	=	N	5	5	1	\$63,068	\$83,566	\$104,063	\$101,971	\$101,971	\$101,971	\$0
GREELEY	TRAFFIC ENGINEER		01/2020	2080.00	=	N	0	0	1	\$94,630	\$118,288	\$141,946	\$118,290	\$118,290	\$118,290	\$0
WESTMINSTER	Transportation Engineer	City Engineer	01/2020	2085.00	=	Y	0	0	1	\$111,510	\$125,448	\$139,387	\$123,585	\$123,585	\$123,585	\$123,585
Average										\$89,736	\$109,101	\$128,465	\$114,615	\$114,615	\$114,615	\$123,585

**Job # B026 - TRAFFIC ENGINEERING MANAGER**

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Senior Civil Engineer- Transportation	Director of Public Works	01/2020	2080.00	=	N	4	4	0	\$99,406	\$117,664	\$135,921	\$0	\$0	\$0	\$0
BRIGHTON	Public Works Engineer Manager	Director of Infrastructure	03/2020	2080.00	=	N	0	0	1	\$85,703	\$101,558	\$117,413	\$99,696	\$99,696	\$99,696	\$0
CASTLE ROCK	TRAFFIC ENGINEERING & OPERATIONS MANAGER		01/2020	2080.00	=	Y	0	0	1	\$87,693	\$105,248	\$122,803	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Transportation Manager	Public Works Director	02/2020	2080.00	=	N	0	0	2	\$111,316	\$133,833	\$156,350	\$131,040	\$134,064	\$132,552	\$0
ENGLEWOOD	Traffic Engineer	Director of Public Works	01/2019	2080.00	=	Y	0	0	1	\$86,386	\$107,957	\$129,528	\$112,885	\$112,885	\$112,885	\$0
FORT COLLINS	City Traffic Engineer	Deputy Director, PDT	01/2020	2080.00	=	Y	0	0	1	\$106,765	\$142,354	\$177,942	\$128,900	\$128,900	\$128,900	\$123,942
GRAND JUNCTION	Engineering Program Supervisor	Engineering Manager	01/2020	2080.00	=	Y	11	4	0	\$89,299	\$107,158	\$125,018	\$0	\$0	\$0	\$0
LAKEWOOD	City Transportation Engineer		01/2020	2080.00	=	Y	11	3	1	\$98,613	\$123,250	\$147,888	\$123,760	\$123,760	\$123,760	\$0
LONGMONT	Traffic Engineering Administrator	PWNR Engineering Services Manager	01/2020	2080.00	=	Y	0	0	1	\$109,650	\$120,615	\$131,580	\$125,920	\$125,920	\$125,920	\$125,920
LOVELAND	City Traffic Engineer	CITY ENGINEER	01/2020	2080.00	=	Y	0	2	1	\$93,700	\$121,800	\$149,900	\$109,990	\$109,990	\$109,990	\$0
PUEBLO	TRAFFIC ENGINEER	DIRECTOR/PUBLIC WORKS	01/2020	2085.00	=	Y	12	3	0	\$86,658	\$95,550	\$104,442	\$0	\$0	\$0	\$0
THORNTON	Traffic Engineer	Infrastructure Operations Director	01/2020	2080.00	=	Y	10	2	1	\$100,036	\$116,042	\$132,047	\$132,047	\$132,047	\$132,047	\$0
Average										\$96,269	\$116,086	\$135,903	\$120,530	\$120,908	\$120,719	\$124,931

**Job # B027 - TRAFFIC SIGNAL TECHNICIAN**

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Traffic Signal Technician	Traffic Signal Supervisor	01/2020	2080.00	=	N	0	0	2	\$33,758	\$42,578	\$51,397	\$46,931	\$46,931	\$46,931	\$0
BRIGHTON	Traffic Signal Technician II	Traffic Signal Lead	03/2020	2080.00	=	N	0	0	2	\$55,327	\$65,562	\$75,798	\$55,327	\$63,516	\$59,422	\$0
BROOMFIELD	Traffic Signal Technician	Streets Foreman	01/2020	2080.00	=	N	0	0	1	\$51,584	\$61,620	\$71,656	\$56,576	\$56,576	\$56,576	\$0
COLORADO SPRINGS	Signs Technician I	Traffic Signal Supervisor	02/2020	2080.00	=	N	0	0	14	\$52,232	\$62,798	\$73,363	\$54,540	\$65,527	\$61,488	\$0
DENVER	Traffic Signal Technician II		03/2020	2080.00	=	N	0	0	3	\$46,030	\$56,618	\$67,205	\$51,480	\$57,845	\$55,259	\$56,451
ENGLEWOOD	Traffic Signal Technician	Traffic Operations Administrator	01/2019	2080.00	=	N	0	0	1	\$44,261	\$54,182	\$64,102	\$63,479	\$63,479	\$63,479	\$0
FORT COLLINS	Sr Technician, Traffic Engr	Manager, Traffic Engineering	01/2020	2080.00	=	N	0	0	2	\$55,367	\$69,208	\$83,050	\$77,603	\$79,418	\$78,511	\$75,670
GRAND JUNCTION	Traffic Signal Technician	Traffic Supervisor	01/2020	2080.00	=	N	0	0	1	\$46,820	\$56,184	\$65,548	\$58,468	\$58,468	\$58,468	\$0
GREELEY	TRAFFIC SIGNAL TECHNICIAN	Traffic Signal Supervisor	01/2020	2080.00	=	N	0	0	3	\$49,241	\$59,089	\$68,937	\$49,234	\$52,624	\$51,341	\$0
LAKEWOOD	Traffic Signal Spec		01/2020	2080.00	=	N	0	0	4	\$52,520	\$61,703	\$70,886	\$65,478	\$73,362	\$69,451	\$0
LONGMONT	Traffic Signal Technician II	Street Maint & Solid Waste Ops Manager	01/2020	2080.00	=	N	0	0	1	\$54,134	\$59,547	\$64,960	\$60,752	\$60,752	\$60,752	\$60,752
LOVELAND	Traffic Signal Technician	TRAFFIC OPERATIONS SUPERINTENDENT	01/2020	2080.00	=	N	0	0	3	\$45,600	\$55,800	\$66,000	\$65,852	\$65,998	\$65,949	\$0
PUEBLO	TRAFFIC SIGNAL TECH	TRAFFIC CONTROL SUPERVISOR	01/2020	2085.00	=	N	0	0	3	\$43,377	\$48,908	\$54,440	\$44,518	\$54,440	\$51,133	\$0
THORNTON	Traffic Engineering Technician	Senior Civil Engineer	01/2020	2080.00	=	N	0	0	1	\$64,441	\$74,752	\$85,062	\$73,990	\$73,990	\$73,990	\$0
WHEAT RIDGE	Traffic Control Technician	Operations Manager	01/2020	2080.00	=	N	0	0	1	\$46,009	\$56,340	\$66,670	\$60,232	\$60,232	\$60,232	\$0
Average										\$49,380	\$58,993	\$68,605	\$58,964	\$62,210	\$60,865	\$64,291

**Job # B028 - TRAFFIC TECHNICIAN**

										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
AURORA	Traffic Signs/Marking Technician	Traffic Signs/Marking Supervisor	01/2020	2080.00	=	N	0	0	3	\$30,690	\$38,708	\$46,725	\$41,779	\$41,779	\$41,779	\$0
BROOMFIELD	Streets Technician (Signs)	Streets Foreman	01/2020	2080.00	=	N	0	0	3	\$41,704	\$49,868	\$58,032	\$43,638	\$44,949	\$44,294	\$0
CASTLE ROCK	SIGNS & MARKINGS TECH II		01/2020	2080.00	=	N	0	0	2	\$46,966	\$55,182	\$63,398	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Traffic Technician II	Traffic Engineer	02/2020	2080.00	=	N	0	0	0	\$47,919	\$57,612	\$67,305	\$0	\$0	\$0	\$0
DENVER	Traffic Operations Technician II		03/2020	2080.00	=	N	0	0	4	\$44,034	\$54,164	\$64,293	\$48,672	\$55,827	\$51,657	\$51,064
ENGLEWOOD	Traffic Technician	Traffic Operations Administrator	01/2019	2080.00	=	N	0	0	2	\$37,342	\$44,770	\$52,198	\$44,928	\$45,766	\$45,347	\$0
FORT COLLINS	Technician II, Traffic Engr	Crew Chief, Transportation Operations	01/2020	2080.00	=	N	0	0	1	\$50,795	\$63,494	\$76,193	\$59,484	\$59,484	\$59,484	\$57,752
GRAND	Traffic Technician	Traffic Supervisor	01/2020	2080.00	=	N	0	0	4	\$42,393	\$50,872	\$59,350	\$52,936	\$52,936	\$52,936	\$0

JUNCTION																
LAKEWOOD	TrafficSigns & Mrkings Spec II		01/2020	2080.00	=	N	0	0	1	\$46,946	\$55,120	\$63,294	\$59,072	\$59,072	\$59,072	\$0
PUEBLO	TRAF SGNS/MKG SPEC	TRAFFIC CONTROL SUPERVISOR	01/2020	2085.00	=	N	0	0	2	\$43,377	\$48,908	\$54,440	\$54,440	\$54,440	\$54,440	\$0

<b>Average</b>										<b>\$43,217</b>	<b>\$51,870</b>	<b>\$60,523</b>	<b>\$50,619</b>	<b>\$51,782</b>	<b>\$51,126</b>	<b>\$54,408</b>
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#### Job # M34 - TRANSPORTATION DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Median
ASPEN	TRANSIT SYSTEM DIRECTOR		01/2019	2080.00				2	\$75,605	\$90,916	\$106,226	\$106,246	\$106,246	\$106,246	\$0
AVON	MOBILITY DIRECTOR	Town Manager	01/2020	2080.00	>	Y	8	1	\$94,241	\$114,620	\$134,998	\$128,477	\$128,477	\$128,477	\$0
BUENA VISTA	Airport Manager		01/2020	2080.00	=	N	0	0	\$61,147	\$72,884	\$84,620	\$62,160	\$62,160	\$62,160	\$0
COLORADO SPRINGS	Transit Systems Manager	Assistant City Manager	02/2020	2080.00	=	Y	8	8	\$145,237	\$174,616	\$203,994	\$175,000	\$175,000	\$175,000	\$0
CORTEZ	Airport Manager	City Manager	01/2020	2080.00	=	Y	0	0	\$54,309	\$67,902	\$81,494	\$73,133	\$73,133	\$73,133	\$0
FORT COLLINS	Director, Transit		01/2020	2080.00	=	Y	0	0	\$108,836	\$145,114	\$181,393	\$129,600	\$129,600	\$129,600	\$120,000
LA JUNTA	Director of Parks, Rec, Cemetery, Sr. Center,Transit		01/2020	2080.00		Y		1	\$57,123	\$63,285	\$69,447	\$66,127	\$66,127	\$66,127	\$0
MOUNTAIN VILLAGE	Director Transportation, Parking & Recreation	Town Manager	01/2020	2080.00	=	N	0	0	\$87,144	\$102,396	\$117,649	\$103,345	\$103,345	\$103,345	\$0
PUEBLO	DIRECTOR/AVIATION	MAYOR	01/2020	2085.00	=	Y	11	3	\$91,767	\$101,974	\$112,180	\$0	\$0	\$0	\$0
SNOWMASS VILLAGE	TRANSIT SYSTEM DIRECTOR		07/2019	2080.00		N		0	\$86,788	\$104,146	\$121,503	\$121,492	\$121,492	\$121,492	\$0
STEAMBOAT SPRINGS	Transit Manager	PUBLIC WORKS DIRECTOR	01/2019	2080.00	=	Y	28	3	\$79,020	\$96,800	\$114,580	\$98,510	\$98,510	\$0	\$0
SUMMIT COUNTY	Transit Director (CONTRACTED POSITION)	Assistant County Manager - Facilities & Transportation	07/2019	2080.00	=	Y	0	0	\$78,886	\$102,552	\$126,218	\$99,117	\$99,117	\$99,117	\$0
WINTER PARK	Transit Manager	Town Manager	01/2020	2080.00	=	Y	0	0	\$69,600	\$87,060	\$104,520	\$88,504	\$88,504	\$88,504	\$0
<b>Average</b>									<b>\$83,823</b>	<b>\$101,866</b>	<b>\$119,909</b>	<b>\$104,309</b>	<b>\$104,309</b>	<b>\$104,836</b>	<b>\$120,000</b>

#### Job # B013 - TRANSPORTATION PLANNER

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Median
AURORA	Principal Planner (Transportation Planner)	Planning Supervisor	01/2020	2080.00	=	Y	0	0	\$57,335	\$75,968	\$94,602	\$86,951	\$86,951	\$86,951	\$0
BROOMFIELD	Senior Transportation Planner	Director of Planning	01/2020	2080.00	=	N	0	0	\$72,280	\$85,904	\$99,528	\$82,160	\$82,160	\$82,160	\$0
COLORADO SPRINGS	Senior Planner (Transportation Planning)	Transportation Planning Manager	02/2020	2080.00	=	Y	1	1	\$75,243	\$90,464	\$105,684	\$82,514	\$91,051	\$86,912	\$0
GREENWOOD VILLAGE	Transportation & Land Use Planner	Planning Manager	01/2020	2080.00	=	Y	0	0	\$80,116	\$99,368	\$118,619	\$106,392	\$106,392	\$106,392	\$0
LAFAYETTE	Sr. Transportation Engineer / Planner		01/2020	2080.00			0		\$83,133	\$103,916	\$124,700	\$105,789	\$105,789	\$105,789	\$105,789
LONGMONT	Transportation Planner	Principal Planner	01/2020	2080.00	=	Y	0	0	\$80,075	\$88,082	\$96,090	\$89,865	\$89,865	\$89,865	\$89,865
MOUNTAIN VILLAGE	Dir Tran, Parking & Rec	town manager	01/2020	2080.00	=	N	0	0	\$87,144	\$102,396	\$117,649	\$103,345	\$103,345	\$103,345	\$0
THORNTON	Regional Transportation Engineer	Deputy City Manager - City Development	01/2020	2080.00	=	Y	0	0	\$100,036	\$116,042	\$132,047	\$132,047	\$132,047	\$132,047	\$0
<b>Average</b>									<b>\$79,420</b>	<b>\$95,268</b>	<b>\$111,115</b>	<b>\$98,633</b>	<b>\$99,700</b>	<b>\$99,183</b>	<b>\$97,827</b>

#### Job # S10 - TREASURER/BOOKKEEPER

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Median
CRESTONE	Town Treasurer	Town board	01/2020	1300.00	=	N	0	0	\$20,000	\$24,000	\$28,000	\$0	\$0	\$0	\$0
FORT MORGAN	City Treasurer	City Manager	3/2020	2080.00	>	Y	2	2	\$83,800	\$0	\$1	\$107,944	\$107,944	\$107,944	\$0
GEORGETOWN	CITY TREASURER/DEPUTY CLERK	TOWN ADMINISTRATOR	01/2020	2000.00	=	N	0	0	\$0	\$0	\$0	\$67,069	\$67,069	\$67,069	\$67,069
GRAND LAKE	Town Treasurer	Town Manager	01/2020	2080.00	=	N	0	0	\$0	\$0	\$0	\$55,045	\$55,045	\$55,045	\$55,045
IGNACIO	Town Treasurer		01/2019	2080.00	=	N	0	0	\$42,020	\$51,438	\$60,857	\$48,703	\$48,703	\$48,703	\$0
KREMMLING	Treasurer		01/2019	2080.00	=	N	0	0	\$0	\$0	\$0	\$54,475	\$54,475	\$54,475	\$54,475
MONUMENT	CITY TREASURER		01/2019	2080.00		N		0	\$74,183	\$94,092	\$114,000	\$113,850	\$113,850	\$113,850	\$0
PALISADE	TREASURER	Town Trustees	01/2019	2080.00	=	Y	1	0	\$57,906	\$64,230	\$70,553	\$57,906	\$70,553	\$67,153	\$0
RANGELY			01/2020	2080.00		N		1	\$40,800	\$45,900	\$51,000	\$40,800	\$51,000	\$42,840	\$0
ROCKY FORD	FINANCE DIRECTOR/TREASURER	City Manager	01/2020	2080.00	=	N	2	0	\$38,380	\$51,429	\$64,478	\$35,360	\$35,360	\$35,360	\$0
SILT	Town Treasurer		01/2020	2080.00	=	N	0	0	\$63,000	\$79,000	\$95,000	\$64,000	\$64,000	\$64,000	\$0
<b>Average</b>									<b>\$52,511</b>	<b>\$58,584</b>	<b>\$60,486</b>	<b>\$64,515</b>	<b>\$66,800</b>	<b>\$65,644</b>	<b>\$58,863</b>

#### Job # B036 / S32 - UTILITY BILLING CLERK

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Median
ARVADA	Customer Information Specialist	Customer Information Supervisor	01/2020	2080.00	=	N	0	0	\$44,043	\$52,132	\$60,222	\$47,294	\$60,222	\$52,773	\$0
AURORA	Water Customer Service	Customer Service Supervisor	01/2020	2080.00	=	N	0	0	\$29,573	\$37,298	\$45,024	\$33,760	\$40,983	\$37,632	\$0

	Representative															
BENNETT	Utility Billing Clerk	Asst. Administrative Services Director	01/2020	2080.00	=	N	0	0	1	\$35,782	\$42,692	\$49,601	\$35,782	\$49,601	\$42,691	\$42,691
BERTHOUD	Accounting Technician	Director of Finance and HR	01/2020	2080.00	=	N	0	0	1	\$42,752	\$49,423	\$56,094	\$43,409	\$43,409	\$43,409	\$0
BRIGHTON	Utility Billing Clerk		03/2020	2080.00	=	N	0	0	4	\$38,123	\$45,176	\$52,228	\$38,123	\$42,970	\$39,316	\$0
BROOMFIELD	Revenue Technician	BILLING & ACCOUNTS ADMINISTRATOR	01/2020	2080.00	=	N	0	0	1	\$41,704	\$49,556	\$57,408	\$43,243	\$43,243	\$43,243	\$0
BUENA VISTA	UTILITY BILLING CLERK		01/2020	2080.00	=	N	0	0	1	\$34,424	\$41,032	\$47,639	\$37,461	\$37,461	\$37,461	\$0
BURLINGTON	Utility Billing Clerk	City Treasurer	01/2020	2080.00	=	N	0	0	1	\$32,992	\$38,766	\$44,540	\$36,617	\$36,617	\$36,617	\$36,617
CARBONDALE	UTILITY BILLING CLERK		01/2020	2080.00	=	N	0	0	1	\$40,989	\$49,208	\$57,428	\$56,166	\$56,166	\$56,166	\$49,208
CASTLE ROCK	Utility Billing Customer Support Specialist		01/2020	2080.00	=	N	0	0	1	\$43,077	\$50,606	\$58,136	\$0	\$0	\$0	\$0
CORTEZ	Cashier	Director of Finance	01/2020	2080.00	=	N	0	0	1	\$32,406	\$40,445	\$48,484	\$42,640	\$42,640	\$42,640	\$0
DACONO	UTILITY BILLING CLERK	Finance Officer	01/2020	2080.00	=	N	0	0	1	\$36,874	\$44,290	\$51,706	\$40,532	\$40,532	\$40,532	\$0
DELTA	Utilities Billing Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$42,996	\$49,851	\$56,706	\$51,960	\$51,960	\$51,960	\$0
DENVER	Wastewater Data Technician		03/2020	2080.00	=	N	0	0	7	\$36,754	\$45,209	\$53,664	\$42,806	\$53,664	\$46,862	\$46,301
ENGLEWOOD	Utilities Billing Specialist	Utilities Billing Supervisor	01/2019	2080.00	=	N	0	0	2	\$33,883	\$40,598	\$47,314	\$46,072	\$44,815	\$45,443	\$0
ERIE	Utility Billing Clerk	Utility Billing Clerk Supervisor	02/2020	2080.00	=	N	0	0	2	\$40,728	\$47,040	\$53,353	\$46,800	\$46,904	\$46,852	\$0
ESTES PARK	Utility Billing Specialist	Finance Director	01/2020	2080.00	>	N	0	0	1	\$40,341	\$47,400	\$54,459	\$41,128	\$41,128	\$41,128	\$0
EVANS	Utility Billing Specialist		01/2020	2080.00	=	N	0	0	1	\$45,011	\$55,156	\$65,302	\$54,117	\$54,117	\$54,117	\$0
FLORENCE	Water Billing Clerk	City Clerk	01/2020	2080.00	=	N	0	0	0	\$28,144	\$30,386	\$32,627	\$29,077	\$29,077	\$29,077	\$29,077
FORT COLLINS	Coordinator, AR / Billing	Sr Supervisor, Accounts Receivable/Billing	01/2020	2080.00	=	N	0	0	10	\$41,365	\$51,706	\$62,047	\$46,010	\$56,024	\$49,733	\$46,360
FORT LUPTON	Utility Billing Clerk	Director of Finance	02/2020	2080.00	=	N	0	0	0	\$37,440	\$44,928	\$52,416	\$43,680	\$43,680	\$43,680	\$0
FOUNTAIN	UTILITY BILLING REPRESENTATIVE	CUSTOMER SERVICE MANAGER	02/2020	2080.00	=	N	0	0	4	\$38,106	\$46,489	\$54,872	\$38,868	\$55,969	\$46,642	\$0
FREDERICK	Finance Clerk	Finance Director	01/2020	2080.00	=	N	0	0	1	\$39,866	\$46,295	\$52,724	\$48,458	\$48,458	\$48,458	\$0
FRUITA	Utility Billing Clerk	Senior Accountant	01/2020	2080.00	=	N	0	0	1	\$42,430	\$46,174	\$49,918	\$44,926	\$44,926	\$44,926	\$0
GILCREST	Utility Clerk	Town Clerk / Treasurer	03/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$38,480	\$38,480	\$38,480	\$0
GLENDALE	Utility Billing Clerk/Admin Asst.	Deputy City Manager/Director of Finance	02/2020	2080.00	=	N	0	0	1	\$42,436	\$49,543	\$56,650	\$56,500	\$56,500	\$56,500	\$0
GLENWOOD SPRINGS	Sr. Acctg Tech	Assistant Finance Director	01/2020	2080.00	=	N	0	0	3	\$41,912	\$50,315	\$58,718	\$44,692	\$44,692	\$44,692	\$0
GREELEY	UTILITY BILLING CLERK	Senior Accountant	01/2020	2080.00	=	N	0	0	4	\$33,724	\$38,782	\$43,841	\$0	\$35,443	\$3,615	\$0
GUNNISON	Utility Billing/Payroll Clerk	Finance Director	01/2020	2080.00	>	N	0	0	1	\$39,600	\$46,500	\$53,400	\$43,050	\$43,050	\$43,050	\$0
HAYDEN	BILLING CLERK		01/2020	1872.00		N			1	\$40,209	\$45,736	\$51,263	\$39,467	\$39,467	\$39,467	\$0
IDAHO SPRINGS	UTILITY CLERK		01/2020	2080.00	=	N	0	0	1	\$38,990	\$47,887	\$56,784	\$39,000	\$39,000	\$39,000	\$0
KIOWA	Utility Billing Clerk	Town Administrator	01/2020	1560.00	=	N	0	0	1	\$0	\$0	\$0	\$25,920	\$25,920	\$25,920	\$0
LA JUNTA	Accounting Clierk II		01/2020	2080.00		N			2	\$27,469	\$30,437	\$33,405	\$27,605	\$28,265	\$27,936	\$0
LAFAYETTE	Utility Billing Coordinator	Utility Billing Coordinator	01/2020	2080.00	=	N	0	0	1	\$40,787	\$50,984	\$61,181	\$48,068	\$48,068	\$48,068	\$68,068
LAMAR	Account Clerk	City Clerk or Utilities Bookkeeper	01/2020	2080.00	=	N	0	0	0	\$26,312	\$31,848	\$37,385	\$0	\$0	\$0	\$31,643
LOVELAND	Utility Billing Customer Service Specialist	Customer Service Supvr or Utility Billing Supvr	01/2020	2080.00	=	N	0	0	6	\$41,300	\$50,600	\$59,900	\$41,329	\$50,564	\$45,347	\$0
LYONS	Utility Billing Clerk/Court Clerk		01/2020	2080.00	=	N	0	1	0	\$35,173	\$42,336	\$49,498	\$35,701	\$50,240	\$40,239	\$0
MANITOU SPRINGS	Utility Billing Clerk	Director of Budget and Finance	01/2020	2080.00	=	N	0	0	1	\$38,895	\$46,674	\$54,453	\$42,785	\$50,564	\$0	\$46,674
MEEKER	Utility Billing Clerk	Town Administrator and Chief of Police	01/2020	2080.00	>	N	0	0	1	\$40,458	\$45,033	\$49,608	\$40,458	\$49,608	\$46,420	\$0
MONTROSE	Customer Service Technician	Customer Service Team Leader	01/2020	2080.00	>	N	0	0	2	\$37,821	\$44,494	\$51,168	\$42,750	\$46,799	\$43,310	\$0
MOUNTAIN VILLAGE	Actg Tech- Utility Billing	Chief Accountant	01/2020	2080.00	=	N	0	0	1	\$37,639	\$44,226	\$50,813	\$42,536	\$42,536	\$42,536	\$0
NORTHGLENN	Finance Customer Service Representative	Revenue Supervisor	01/2020	2080.00	=	N	0	0	1	\$38,100	\$45,700	\$53,300	\$45,240	\$45,240	\$45,240	\$0
OURAY	Deputy Clerk/Treasurer	Finance & Administrative Director	01/2020	2080.00	=	N	0	0	1	\$43,962	\$52,763	\$61,564	\$43,962	\$43,962	\$43,962	\$0
PLATTEVILLE	Finance Clerk	Town Clerk	01/2020	2080.00	>	N	0	0	0	\$0	\$0	\$0	\$45,904	\$45,904	\$45,904	\$0
RANGELY	UTILITY BILLING CLERK		01/2020	2080.00	=	N	0	0	1	\$35,700	\$40,800	\$45,900	\$35,700	\$45,900	\$41,629	\$0
RIDGWAY	CUSTOMER SERVICE CLERK	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$34,319	\$48,047	\$47,424	\$41,183
RIFLE	Utilities Clerk		01/2020	2080.00		N			1	\$38,535	\$46,252	\$53,970	\$51,695	\$51,695	\$51,695	\$51,695
ROCKY FORD	UTILITY BILLING TECHNICIAN	FINANCE DIRECTOR	01/2020	2080.00	=	N	0	0	2	\$23,088	\$27,084	\$31,081	\$29,016	\$30,202	\$29,609	\$0
SEVERANCE	Utility Billing Court Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$45,000	\$45,000	\$45,000	\$45,000
SILT	Utility Billing Clerk	Town Clerk	01/2020	2080.00	=	N	0	0	1	\$34,700	\$40,850	\$47,000	\$44,949	\$44,949	\$44,949	\$0
STEAMBOAT SPRINGS	Utility Billing Clerk	Controller	01/2019	2080.00	=	N	0	0	1	\$35,013	\$41,140	\$47,267	\$44,990	\$44,990	\$0	\$0
THORNTON	Accounting Specialist I/II-Utility Billing	Customer Billing Supervisor	01/2020	2080.00	=	N	0	0	4	\$38,795	\$48,712	\$58,629	\$45,568	\$49,615	\$46,584	\$0
WELLINGTON	Utility Services Coordinator	Assistant Finance Director	01/2020	2080.00	=	N	0	0	1	\$39,500	\$47,380	\$55,260	\$47,380	\$47,380	\$47,380	\$0
WESTMINSTER	Revenue Services Representative	Utility Billing Supervisor	01/2020	2085.00	=	N	0	0	4	\$43,640	\$49,748	\$55,856	\$43,640	\$54,498	\$47,759	\$46,448
WINDSOR	Utility Billing Clerk	Town Clerk/Assistant to Town Manager	02/2020	2080.00	=	N	0	0	1	\$35,800	\$43,000	\$50,200	\$38,376	\$45,780	\$40,907	\$0
Average										\$37,787	\$44,814	\$51,840	\$42,173	\$45,225	\$42,823	\$44,690

**Job # B037 - UTILITY BILLING SUPERVISOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr <=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
									Min	Mid	Max	Low	High	Avg	Median
AURORA	Water Customer Care Supervisor	Water Billing Manager	01/2020	2080.00	=	Y	0	8	\$57,335	\$75,968	\$94,602	\$82,415	\$82,415	\$82,415	\$0
BRIGHTON	Utility Billing Coordinator	Public Works Director- Utilities	03/2020	2080.00	=	Y	0	0	\$56,843	\$67,359	\$77,875	\$75,509	\$75,509	\$75,509	\$0
BROOMFIELD	Billing & Accounts Administrator	Revenue Manager	01/2020	2080.00	>	Y	0	0	\$75,296	\$89,804	\$104,312	\$77,314	\$77,314	\$77,314	\$0

DENVER	Fiscal Operational Supervisor I		03/2020	2080.00			0	0	7	\$52,463	\$68,202	\$83,941	\$57,756	\$76,181	\$65,216	\$64,447
FORT COLLINS	Sr Supervisor, AR / Billing	Sr Manager, Customer Support	01/2020	2080.00	=	Y	0	0	1	\$57,798	\$77,064	\$96,330	\$76,932	\$76,932	\$76,932	\$73,973
FORT MORGAN	Utility Bill Supervisor	Treasurer	3/2020	2080.00	=	N	0	0	1	\$36,000	\$45,000	\$54,000	\$48,929	\$48,929	\$48,929	\$0
LONGMONT	Utility Billing Manager	Director of Finance & Support Services	01/2020	2080.00	=	Y	16	16	1	\$73,993	\$81,392	\$88,792	\$83,027	\$83,027	\$83,027	\$82,215
LOVELAND	Utility Billing Supervisor	Revenue Manager	01/2020	2080.00	=	N	0	12	1	\$68,600	\$87,500	\$106,400	\$88,649	\$88,649	\$88,649	\$0
MONTROSE	Customer Service Team Leader	Accounting Manager	01/2020	2080.00	=	N	2	2	1	\$45,464	\$54,818	\$64,172	\$44,327	\$54,337	\$50,900	\$0
MONUMENT	Utility Billing Supervisor	Public Works Director	01/2019	2080.00	=	N	1	0	1	\$36,250	\$42,750	\$49,250	\$42,366	\$42,366	\$42,366	\$0
NORTHGLEN	Revenue Supervisor	Director of Finance	01/2020	2080.00	=	Y	5	5	1	\$61,300	\$75,125	\$88,950	\$78,978	\$78,978	\$78,978	\$0
THORNTON	Customer Billing Supervisor	Customer Billing Manager	01/2020	2080.00	=	Y	7	6	1	\$68,951	\$79,983	\$91,015	\$76,500	\$76,500	\$76,500	\$0
TRINIDAD	Computer/UT Billing Coordinator	Finance Director	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$53,394	\$53,394	\$53,394	\$0
WESTMINSTER	Revenue Services Supervisor	Treasury Manager	01/2020	2085.00	=	N	4	4	1	\$50,437	\$57,496	\$64,554	\$62,979	\$62,979	\$62,979	\$62,979
WINDSOR	Customer Service Supervisor	Town Clerk/Assistant to Town Manager	02/2020	2080.00	=	Y	5	5	1	\$71,500	\$89,400	\$107,300	\$73,278	\$73,278	\$73,278	\$0

**Average**

**\$58,016 \$70,847 \$83,678 \$68,157 \$70,053 \$69,092 \$70,904**

**Job # B099.5 - VICTIM ADVOCATE**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Victim Advocate (BA60)	Victim Assistance Supervisor	01/2020	2080.00	=	N	0	0	5	\$48,204	\$57,780	\$67,357	\$55,702	\$64,272	\$58,136	\$0
BRIGHTON	Assistant Victim Advocate		03/2020	2080.00	=	N	0	0	6	\$49,346	\$58,475	\$67,604	\$49,346	\$53,893	\$53,071	\$0
BROOMFIELD	Victim Advocate	Victims' Assistance Coordinator	01/2020	2080.00	=	N	0	0	1	\$51,896	\$61,412	\$70,928	\$64,584	\$64,584	\$64,584	\$0
CANON CITY	Victim Assistant Coordinator		01/2019	2080.00	=	N	0	0	1	\$38,796	\$45,642	\$52,488	\$43,568	\$43,568	\$43,568	\$0
COLORADO SPRINGS	Victim Advocate	Victim Advocate Coordinator	02/2020	2080.00	=	N	0	0	7	\$48,902	\$58,794	\$68,686	\$49,391	\$59,893	\$56,756	\$0
DELTA COUNTY	Victim's Advocate		01/2020	2080.00	=	N	0	0	1	\$36,434	\$43,738	\$51,043	\$48,434	\$48,434	\$48,434	\$0
DENVER	Victim Specialist		03/2020	2080.00	=	N	0	0	12	\$45,781	\$56,306	\$66,830	\$45,781	\$61,968	\$50,904	\$51,226
ENGLEWOOD	Victim Witness Advocate	Victim/Witness Services Coordinator	01/2019	2080.00	=	N	0	0	1	\$49,058	\$56,412	\$63,767	\$50,096	\$50,096	\$50,096	\$0
FEDERAL HEIGHTS	Victim Advocate		01/2020	2080.00	=	N	0	0	1	\$43,027	\$51,276	\$59,526	\$50,170	\$50,170	\$50,170	\$0
FORT COLLINS	Victim Advocate		01/2020	2080.00	=	N	0	0	1	\$48,622	\$60,778	\$72,934	\$63,034	\$63,034	\$63,034	\$61,050
GREELEY	VICTIM SERVICES COORD	Police Sergeant	01/2020	2080.00	=	N	0	0	2	\$54,630	\$65,556	\$76,482	\$59,862	\$61,901	\$60,882	\$0
GUNNISON	Victim Advocate	Chief of Police	01/2020	2080.00	=	N	0	0	1	\$45,000	\$52,900	\$60,800	\$55,867	\$55,867	\$55,867	\$0
LAKEWOOD	Victim Advocate		01/2020	2080.00	=	N	0	0	5	\$50,794	\$60,934	\$71,074	\$58,240	\$62,504	\$59,763	\$0
LONE TREE	VICTIM ADVOCATE	Commander	01/2020	2080.00	=	N	0	0	1	\$48,200	\$59,000	\$69,800	\$0	\$58,489	\$0	\$0
MONTROSE	Victim Advocate	Police Administrative Commander	01/2020	2080.00	=	N	0	0	1	\$45,464	\$54,818	\$64,172	\$54,911	\$50,879	\$48,267	\$0
SHERIDAN	Victim Advocate		01/2020	0.00		N	0	0	1	\$46,900	\$57,470	\$68,039	\$66,557	\$66,557	\$66,557	\$0
THORNTON	Victim Advocate Specialist	Victim Advocate Supervisor	01/2020	2080.00	=	N	0	0	4	\$52,603	\$61,020	\$69,436	\$53,639	\$59,175	\$55,690	\$0
WESTMINSTER	Victim Advocate	Victim Services Coordinator	01/2020	2085.00	=	N	0	0	4	\$54,211	\$61,800	\$69,390	\$55,567	\$69,390	\$63,125	\$63,771
<b>Average</b>										<b>\$47,659</b>	<b>\$56,895</b>	<b>\$66,131</b>	<b>\$54,397</b>	<b>\$58,037</b>	<b>\$55,818</b>	<b>\$58,682</b>

**Job # B099 - VICTIM ADVOCATE/WITNESS COORDINATOR**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Victim Assistance Supervisor (AD60)	Lieutenant	01/2020	2080.00	=	Y	5	5	1	\$61,487	\$75,294	\$89,102	\$79,825	\$79,825	\$79,825	\$0
BRIGHTON	Victim Services Coordinator	Police Captain	03/2020	2080.00	=	Y	0	0	1	\$86,986	\$102,718	\$118,451	\$100,432	\$100,432	\$100,432	\$0
BROOMFIELD	Victims Assistance Coordinator	Police Commander	01/2020	2080.00	=	Y	0	0	0	\$73,736	\$81,796	\$89,856	\$0	\$0	\$0	\$0
CASTLE ROCK	Victim Assistance Coordinator		01/2020	2080.00	=	N	0	0	1	\$70,096	\$82,399	\$94,702	\$0	\$0	\$0	\$0
COLORADO SPRINGS	Victim Advocate Coordinator	Police Sergeant	02/2020	2080.00	=	N	0	0	1	\$69,031	\$82,994	\$96,958	\$83,214	\$83,214	\$83,214	\$0
CORTEZ	Victim Response Coordinator	Detective Lieutenant	01/2020	2080.00	=	N	0	0	1	\$36,296	\$44,502	\$52,707	\$51,876	\$51,875	\$51,875	\$0
DELTA	Victim Services Coordinator	Chief of Police	01/2020	2080.00	=	N	0	0	1	\$46,132	\$53,510	\$60,888	\$50,840	\$50,840	\$50,840	\$0
DENVER	Victim Advocate		03/2020	2080.00	=	N	0	0	44	\$47,861	\$58,864	\$69,867	\$48,191	\$69,867	\$58,483	\$55,902
ENGLEWOOD	Victim Witness Services Coordinator	Police Chief	01/2019	2080.00	=	Y	1	1	1	\$57,896	\$70,869	\$83,842	\$58,762	\$58,762	\$58,762	\$0
ESTES PARK	Restorative Justice Program Manager	Police Captain	01/2020	2080.00	=	Y	1	0	1	\$58,533	\$71,703	\$84,873	\$60,869	\$60,869	\$60,869	\$0
FEDERAL HEIGHTS	VICTIM ADVOCATE COORDINATOR	Commander	01/2020	2080.00	=	N	0	0	1	\$48,880	\$58,454	\$68,029	\$58,510	\$58,510	\$58,510	\$0
FORT COLLINS	Sr Specialist, Outreach	Police Lieutenant	01/2020	2080.00	=	Y	0	0	1	\$51,121	\$68,162	\$85,202	\$84,272	\$84,272	\$84,272	\$81,818
GLENDALE	Victim Assistance Coordinator	Police Lieutenant	02/2020	2080.00	=	N	6	0	1	\$45,000	\$53,400	\$61,800	\$51,000	\$51,000	\$51,000	\$0
GRAND JUNCTION	Victims Services Coordinator	Police Commander	01/2020	2080.00	>	Y	23	0	1	\$50,443	\$60,532	\$70,620	\$52,998	\$52,998	\$52,998	\$0
GREENWOOD VILLAGE	Victim Assistance Coordinator	Police Lieutenant	02/2020	1560.00	=	N	0	0	1	\$49,272	\$59,086	\$68,900	\$39,000	\$39,000	\$39,000	\$0
LAKEWOOD	Victim Witness Assist Supv		01/2020	2080.00	=	Y	4	4	1	\$67,538	\$81,026	\$94,515	\$83,138	\$83,138	\$83,138	\$0
LONGMONT	Victim Services Coordinator		01/2020	2080.00	=	Y	0	0	1	\$68,746	\$75,620	\$82,495	\$79,464	\$79,464	\$79,464	\$79,464
PARKER	Victim Services Coordinator		01/2019	2080.00		N	0	0	0	\$57,800	\$72,200	\$86,600	\$0	\$0	\$0	\$0
THORNTON	Victim Advocate Supervisor	Deputy Police Chief	01/2020	2080.00	=	Y	7	6	1	\$64,441	\$74,752	\$85,062	\$78,462	\$78,462	\$78,462	\$0
WESTMINSTER	Victim Services Coordinator	Commander	01/2020	2085.00	=	Y	3	3	1	\$67,213	\$75,614	\$84,016	\$82,080	\$82,080	\$82,080	\$82,080
WOODLAND PARK	VICTIM ADVOCATE	SERGEANT	01/2020	2080.00	=	N	0	0	1	\$51,887	\$61,022	\$70,157	\$55,369	\$55,369	\$55,369	\$0



Average										\$58,590	\$69,739	\$80,888	\$66,572	\$67,777	\$67,144	\$74,816	
<u>Job # M37 - WASTEWATER MANAGER/ SUPERINTENDENT</u>																	
										Range			Actual				
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median	
ALAMOSA	Utility Superintendent	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$57,266	\$70,152	\$83,039	\$78,378	\$78,378	\$78,378	\$78,378	
ARVADA	Wastewater and Stormwater Manager	Director of Utilities	01/2020	2080.00	=	Y	15	4	1	\$90,155	\$106,714	\$123,274	\$123,274	\$123,274	\$123,274	\$0	
AURORA	Wastewater Superintendent	Manager of Water Operations and Maintenance	01/2020	2080.00	=	N	65	6	1	\$63,068	\$83,566	\$104,063	\$88,156	\$88,156	\$88,156	\$0	
BRECKENRIDGE	Water Assistant Manager	Water Manager	01/01/20	2080.00	=	Y	0	0	1	\$54,200	\$67,800	\$81,400	\$74,674	\$74,674	\$74,674	\$0	
BRIGHTON	Wastewater Supervisor	Director of Utilities	03/2020	2080.00	=	Y	0	0	1	\$88,826	\$105,258	\$121,691	\$115,016	\$115,016	\$115,016	\$0	
BROOMFIELD	Superintendent Wastewater	Director of Public Works	01/2020	2080.00	=	Y	14	4	1	\$93,704	\$115,596	\$137,488	\$128,253	\$128,253	\$128,253	\$0	
BRUSH	Wastewater Plant Foreman	Director of Public Works	01/2020	2080.00	=	N	0	0	1	\$42,234	\$51,794	\$61,355	\$42,234	\$42,234	\$42,234	\$0	
CARBONDALE	UTILITY SUREPVISOR		01/2020	2080.00	=	N	0	0	1	\$71,812	\$89,764	\$107,717	\$77,901	\$77,901	\$77,901	\$89,764	
DENVER	Engineer-Architect Director		03/2020	2080.00	=	Y	0	0	6	\$124,760	\$162,188	\$199,616	\$175,000	\$199,616	\$185,606	\$185,415	
EATON			01/2020	2080.00		N			1	\$0	\$0	\$0	\$63,650	\$63,650	\$63,650	\$0	
EVANS	Wastewater Superintendent	Public Works Director	01/2020	2080.00	=	Y	5	4	1	\$78,898	\$98,674	\$118,450	\$83,703	\$83,703	\$83,703	\$83,703	
FORT MORGAN	WASTEWATER SUPERINTENDENT		3/2020	2080.00		N	0	0	1	\$67,000	\$83,700	\$100,400	\$72,280	\$72,280	\$72,280	\$0	
FRUITA	Wastewater Superintendent	Public Works Director	01/2020	2080.00	=	Y	4	4	1	\$75,234	\$81,872	\$88,511	\$79,660	\$79,660	\$79,660	\$0	
GRAND JUNCTION	Wastewater Services Manager	Public Works Director	01/2020	2080.00	=	Y	40	7	1	\$86,032	\$103,238	\$120,445	\$94,952	\$94,952	\$94,952	\$0	
GREELEY	WW TREATMENT SUPT	Water & Sewer Director	01/2020	2080.00	=	Y	0	0	1	\$94,630	\$118,288	\$141,946	\$105,578	\$105,578	\$105,578	\$0	
LAFAYETTE	Water Quality Manager	Public Works Director	01/2020	2080.00	=	Y	8	8	1	\$78,924	\$98,655	\$118,386	\$117,853	\$117,853	\$117,853	\$0	
MONTROSE	Wastewater Treatment Plant Lead Operator	Public Works Manager	01/2020	2080.00	=	Y	4	1	1	\$59,006	\$71,096	\$83,187	\$66,200	\$70,324	\$64,665	\$0	
PAGOSA SPRINGS	Sanitation Supervisor	Town Manager	01/2020	2080.00	=	N	0	0	1	\$48,372	\$57,777	\$67,182	\$59,519	\$59,519	\$59,519	\$0	
PUEBLO	WWTP SUPERINTENDENT	DIRECTOR/WASTEWATER	01/2020	2085.00	=	Y	26	4	1	\$88,185	\$97,992	\$107,798	\$91,164	\$91,164	\$91,164	\$0	
SALIDA	WASTEWATER MANAGER	PUBLIC WORKS DIRECTOR	02/2020	2080.00	=	N	4	0	1	\$61,280	\$76,600	\$91,920	\$77,549	\$77,549	\$77,549	\$77,549	
SEVERANCE	Water/Wastewater Supervisor	Public Works Director	01/2020	2080.00	=	N	0	0	2	\$0	\$0	\$0	\$55,000	\$55,000	\$64,260	\$64,260	
SILVERTHORNE	Operations Superintendent	Utilities Manager	01/2020	2080.00	<	Y	6	1	1	\$88,688	\$103,469	\$118,251	\$95,496	\$95,496	\$95,496	\$0	
SUPERIOR	Utilities Superintendent	Public Works and Utilities Director	01/2020	2080.00	>	Y	0	0	1	\$71,214	\$95,602	\$119,991	\$94,741	\$94,741	\$94,741	\$0	
WINDSOR	Waste Water Services Superintendent	Director of Public Works	02/2020	2080.00	=	Y	2	2	1	\$82,400	\$103,000	\$123,600	\$101,837	\$101,837	\$101,837	\$0	
Average										\$75,722	\$92,854	\$109,987	\$90,086	\$91,284	\$90,850	\$96,512	

**Job # M038 - WATER DISTRIBUTION/WASTEWATER COLLECTIONS SUPERINTENDENT**

										Range			Actual				
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median	
AURORA	Manager of Water Transmission & Distribution	Deputy Director of Operations/Engineering	01/2020	2080.00	=	N	80	6	1	\$63,068	\$83,566	\$104,063	\$94,876	\$94,876	\$94,876	\$0	
BROOMFIELD	Superintendent (Utilities)	Director of Public Works	01/2020	2080.00	=	Y	17	4	1	\$84,240	\$99,476	\$114,712	\$111,675	\$111,675	\$111,675	\$0	
DURANGO	Distribution/Collection Manager	City Operations Director	01/2020	2080.00	=	Y	15	2	1	\$80,616	\$98,754	\$116,893	\$80,616	\$80,616	\$80,616	\$0	
EATON			01/2020	2080.00		N			1	\$0	\$0	\$0	\$57,408	\$57,408	\$57,408	\$0	
ESTES PARK	Water Superintendent	Utilities Director	01/2020	2080.00	=	Y	15	4	1	\$85,420	\$104,640	\$123,859	\$101,195	\$101,195	\$101,195	\$0	
FORT COLLINS	Crew Chief, Water Field Ops	Civil Engineer III	01/2020	2080.00	=	N	0	0	9	\$55,198	\$73,598	\$91,997	\$71,769	\$76,439	\$73,550	\$71,669	
FORT MORGAN	WD/WWC Superintendent	Utilities Director	3/2020	2080.00	=	N	0	0	1	\$67,000	\$83,700	\$100,400	\$74,682	\$74,682	\$74,682	\$0	
FOUNTAIN	WATER SUPERINTENDENT	UTILITIES DIRECTOR	02/2020	2080.00	=	N	8	8	1	\$71,854	\$87,662	\$103,470	\$73,291	\$105,539	\$87,950	\$0	
GLENWOOD SPRINGS	WWW Superintendent		01/2020	2080.00	=	N	0	0	1	\$64,584	\$77,459	\$90,334	\$70,933	\$70,933	\$70,933	\$0	
GRANBY	WATER SUPERINTENDENT		01/2020	2080.00	=	N	2	2	1	\$64,046	\$75,390	\$86,735	\$83,407	\$83,407	\$83,407	\$0	
LA JUNTA	Water Supervisor		01/2020	2080.00		Y			1	\$54,416	\$60,271	\$66,127	\$57,623	\$57,623	\$57,623	\$0	
PUEBLO	WW COLLECTION SUPERVISOR	DIRECTOR/WASTEWATER	01/2020	2085.00	<	Y	16	16	1	\$62,309	\$69,212	\$76,114	\$73,690	\$73,690	\$73,690	\$0	
ROCKY FORD	WATER/WASTEWATER FOREMAN	Director of Public Works	01/2020	2080.00	=	N	3	3	1	\$24,240	\$32,482	\$40,723	\$0	\$0	\$0	\$0	
STEAMBOAT SPRINGS	Distribution/Collection Manager	Public Works Director	01/2019	2080.00	=	Y	6	2	1	\$79,020	\$87,910	\$96,800	\$90,653	\$90,653	\$0	\$0	
TELLURIDE	WATER/WASTEWATER SUPERINTENDENT	PUBLIC WORKS DIRECTOR	03/2020	2080.00	=	N	0	0	1	\$79,714	\$97,650	\$115,586	\$102,291	\$102,291	\$102,291	\$0	
WELLINGTON	Water Treatment Plant Superintendent /ORC	Public Works Director	01/2020	2080.00			0	0	0	\$70,900	\$86,450	\$102,000	\$0	\$0	\$0	\$0	
Average											\$67,108	\$81,215	\$95,321	\$81,722	\$84,359	\$82,300	\$71,669

**Job # M36 - WATER MANAGER/SUPERINTENDENT**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Water Systems Manager	Director of Utilities	01/2020	2080.00	=	Y	20	5	1	\$90,155	\$106,714	\$123,274	\$123,274	\$123,274	\$123,274	\$0
ASPEN	Deputy Director of Utilities	Utilities & Environmental Initiatives Director	01/2019	2080.00	=	N	0	0	1	\$98,346	\$118,261	\$138,176	\$122,075	\$122,075	\$122,075	\$0
AURORA	Deputy Director of Water - Operations & Engineering	Director of Aurora Water	01/2020	2080.00	=	Y	353	5	1	\$89,048	\$117,988	\$146,928	\$152,177	\$152,177	\$152,177	\$0
BLACK HAWK	Water Superintendent	Sr Civil Engineer-Water Resources	01/2020	2080.00	=	N	8	1	1	\$96,042	\$110,448	\$124,854	\$0	\$0	\$0	\$0
BROOMFIELD	Superintendent Water	Director of Public Works	01/2020	2080.00	=	Y	12	3	1	\$93,704	\$115,596	\$137,488	\$109,803	\$109,803	\$109,803	\$0

BRUSH	Water Foreman	Public Works Director	01/2020	2080.00	=	N	2	0	1	\$42,234	\$51,794	\$61,355	\$60,034	\$60,034	\$60,034	\$0
BUENA VISTA	Water Ops Supervisor		01/2020	2080.00	=	N	0	0	1	\$55,078	\$65,540	\$76,003	\$57,243	\$57,243	\$57,243	\$0
BURLINGTON	Water/Wastewater Superintendant	Public Works Director	01/2020	2080.00	<	N	0	0	1	\$46,155	\$54,232	\$62,308	\$57,100	\$57,100	\$57,100	\$57,100
CANON CITY	Water Distribution Supervisor		01/2019	2080.00	=	N	0	0	1	\$73,724	\$86,734	\$99,743	\$83,331	\$83,331	\$83,331	\$0
CENTRAL CITY			01/2020	2080.00		N			0	\$78,728	\$92,506	\$106,283	\$0	\$0	\$0	\$0
CORTEZ	Water Plant Superindent	Director of Public Works	01/2020	2080.00	=	Y	2	0	1	\$54,309	\$67,902	\$81,494	\$71,136	\$71,136	\$71,136	\$0
ENGLEWOOD	Water Production Superintendent	Director of Utilities	01/2019	2080.00	=	Y	0	0	1	\$86,386	\$107,957	\$129,528	\$86,653	\$86,653	\$86,653	\$0
FORT MORGAN	WATER / WASTEWATER SUPERINTENDENT		3/2020	2080.00		N	0	0	1	\$67,000	\$83,700	\$100,400	\$78,128	\$78,128	\$78,128	\$0
FRISCO	Water Foreman	Public Works Director	01/2020	2080.00	=	N	2	2	1	\$64,150	\$80,188	\$96,225	\$64,715	\$64,715	\$64,715	\$0
GEORGETOWN	WATER / WASTEWATER SUPERINTENDENT		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$70,239	\$70,239	\$70,239	\$70,239
GLENWOOD SPRINGS	Chief Operator WWWW		01/2020	2080.00	=	N	0	0	2	\$64,581	\$77,466	\$90,352	\$84,000	\$84,000	\$84,000	\$0
GRAND JUNCTION	Water Services Manager	Public Works Director	01/2020	2080.00	=	Y	29	4	1	\$86,032	\$103,238	\$120,445	\$92,643	\$92,643	\$92,643	\$0
GUNNISON	Water Superintendent	Public Works Director	01/2020	2080.00	=	N	3	3	1	\$83,100	\$97,600	\$112,100	\$93,975	\$93,975	\$93,975	\$0
IDAHO SPRINGS	WATER / WASTEWATER SUPERINTENDENT		01/2020	2080.00		N	0	0	1	\$86,709	\$106,051	\$125,393	\$86,715	\$86,715	\$86,715	\$0
LAFAYETTE	Water / Wastewater Superintendent	Public Works Director	01/2020	2080.00	=	Y	8	0	1	\$72,555	\$90,694	\$108,832	\$88,358	\$88,358	\$88,358	\$0
LAMAR	Water/Wastewater Superintendent	Public Works Director	01/2020	2080.00	=	Y	10	10	1	\$54,721	\$66,691	\$78,661	\$55,252	\$55,252	\$55,252	\$55,252
LOVELAND	Water Utilities Manager	Director of Water and Power	01/2020	2080.00	=	Y	0	9	1	\$107,800	\$140,100	\$172,400	\$141,148	\$141,148	\$141,148	\$0
MONTE VISTA	WATER/SEWER/WWTF SUPERINTENDENT	Public Works Director	01/2020	2080.00	=	N	3	3	1	\$60,600	\$72,720	\$84,840	\$65,000	\$65,000	\$65,000	\$0
MONUMENT	WATER / WASTEWATER SUPERINTENDENT		01/2019	2080.00		N		0		\$55,671	\$69,336	\$83,000	\$72,968	\$72,968	\$72,968	\$0
NEW CASTLE	Utilities Supervisor	Town Administrator	01/2020	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$70,338	\$70,338	\$70,338	\$0
SALIDA	Water Treatment Plant Manager	Director of Public Works	02/2020	2080.00	=	N	3	2	1	\$58,390	\$72,987	\$87,584	\$73,591	\$73,591	\$73,591	\$73,591
SILVERTHORNE	Water & Sewer Superintendent	Utilities Manager	01/2020	2080.00	<	N	3	3	1	\$70,223	\$81,930	\$93,637	\$86,301	\$86,301	\$86,301	\$0
SPRINGFIELD	WATER/WASTEWATER SUPERINTENDENT	Town Manager/Clerk	01/2020	2080.00	=	Y	1	0	1	\$38,000	\$46,500	\$55,000	\$0	\$0	\$0	\$0
STERLING	Collection & Distribution Superintendent	Public Works Director	01/2020	2080.00	=	Y	7	10	2	\$64,016	\$75,113	\$86,210	\$62,151	\$62,151	\$62,151	\$0
THORNTON	Water Treatment and Quality Manager	Executive Director - Infrastructure	01/2020	2080.00	=	Y	0	6	1	\$110,721	\$128,436	\$146,152	\$121,391	\$121,391	\$121,391	\$0
WALSENBURG	Water/ Wastewater Superintendent		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$61,900	\$64,019	\$64,019	\$0
WINDSOR	PW Supeervisor of Utilities	P Director	02/2020	2080.00	=	N	0	0	1	\$56,800	\$69,600	\$82,400	\$70,200	\$70,200	\$70,200	\$0
YUMA	Water/Wastewater Superintendent	City Manager	01/2020	2080.00	=	N	2	1	1	\$47,500	\$66,250	\$85,000	\$79,535	\$79,535	\$79,535	\$0
Average										\$71,749	\$87,476	\$103,202	\$84,712	\$84,783	\$84,783	\$64,046

#### Job # B122 - WATER RESOURCES ANALYST

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
AURORA	Water Resources Engineer	Regional River Basin Program Manager	01/2020	2080.00	=	Y	0	0	1	\$52,123	\$69,062	\$86,002	\$65,336	\$65,336	\$65,336	\$0
BRIGHTON	Water Resource Analyst	Director of Utilities	03/2020	2080.00	=	Y	0	0	1	\$58,192	\$68,958	\$79,724	\$77,808	\$77,808	\$77,808	\$0
BROOMFIELD	Water Resources Administrator	Water Resources Manager	01/2020	2080.00	=	N	0	0	1	\$65,520	\$79,196	\$92,872	\$81,120	\$81,120	\$81,120	\$0
DENVER	Environmental Public Health Analyst II		03/2020	2080.00			0	0	16	\$73,157	\$95,104	\$117,051	\$81,045	\$112,333	\$92,472	\$89,699
ENGLEWOOD	Water Production Administrator	Water Production Supervisor	01/2019	2080.00	=	N	0	0	1	\$57,896	\$70,869	\$83,842	\$68,857	\$68,857	\$68,857	\$0
GOLDEN	Environmental Coordinator	Deputy Director of Public Works	1/2020	2080.00	=	Y	0	0	1	\$75,300	\$94,100	\$112,900	\$87,562	\$87,562	\$87,562	\$0
GRAND JUNCTION	Water Quality Specialist	Environmental Lab Manager	01/2020	2080.00	=	Y	0	0	0	\$52,354	\$62,824	\$73,295	\$0	\$0	\$0	\$0
NORTHGLENN	Water Quality Coordinator	Director of Utilities	01/2020	2080.00	=	Y	0	0	1	\$61,300	\$75,125	\$88,950	\$69,410	\$69,410	\$69,410	\$0
THORNTON	Water Resources Analyst I/II	Water Resources Administrator	01/2020	2080.00	=	Y	0	0	6	\$60,226	\$74,108	\$87,989	\$61,411	\$87,598	\$74,159	\$0
WESTMINSTER	Water Resources Analyst/Senior Water Resources Analyst	Water Resources Engineering Coordinator	01/2020	2085.00	=	Y	0	0	1	\$72,254	\$84,673	\$97,092	\$90,318	\$90,318	\$90,318	\$90,318
WINDSOR	Water Resource Administrator	Community Development Director	02/2020	2080.00	=	N	0	0	1	\$71,500	\$89,400	\$107,300	\$79,997	\$79,997	\$79,997	\$0
Average										\$63,620	\$78,493	\$93,365	\$76,286	\$82,034	\$78,704	\$90,008

#### Job # M35 - WATER/ WASTEWATER (UTILITY) DIRECTOR

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Fisa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Director of Utilities	Deputy City Manager	01/2020	2080.00	=	Y	103	7	1	\$132,560	\$156,468	\$180,375	\$155,922	\$155,922	\$155,922	\$0
AURORA	Director of Aurora Water	Deputy City Manager/Operations	01/2020	2080.00	=	Y	414	6	1	\$105,341	\$132,482	\$159,622	\$172,038	\$172,038	\$172,038	\$0
BRECKENRIDGE	Water Manager	Assistant Director of Public Works	01/01/20	2080.00	=	Y	0	0	1	\$77,000	\$96,200	\$115,400	\$96,020	\$96,020	\$96,020	\$0
CARBONDALE	UTILITIES DIRECTOR	TOWN MANAGER	01/2020	2080.00	=	Y	6	6	1	\$82,518	\$103,121	\$123,724	\$115,071	\$115,071	\$115,071	\$103,122
CASTLE ROCK	UTILITIES DIRECTOR	Town Manager	01/2020	2080.00	=	Y	0	0	1	\$132,933	\$159,578	\$186,222	\$0	\$0	\$0	\$0
CRIPPLE CREEK	Waste Water Treatment Plant Director	City Administrator	01/2020	2080.00	<	N	2	1	1	\$53,783	\$63,274	\$72,765	\$73,196	\$73,196	\$73,196	\$0
ENGLEWOOD	Director of Utilities	City Manager	01/2019	2080.00	=	Y	0	0	1	\$107,143	\$136,650	\$166,158	\$125,000	\$125,000	\$125,000	\$0
FORT MORGAN	Water Resources / Utilities Director	City Manager	3/2020	2080.00	=	Y	5	5	1	\$83,800	\$104,800	\$125,800	\$103,199	\$103,199	\$103,199	\$0
GRAND JUNCTION	Utilities Director	City Manager	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$134,664	\$134,664	\$134,664	\$0

GREELEY	WATER & SEWER DIRECTOR	City Manager	01/2020	2080.00	=	Y	0	10	1	\$145,600	\$182,000	\$218,400	\$163,200	\$163,200	\$163,200	\$0
GUNNISON COUNTY	UTILITIES DISTRIBUTION SUPERVISOR	DEPUTY COUNTY MANAGER/PUBLIC WORKS DIRECTOR	01/2020	2080.00	=	Y	1	0	1	\$62,674	\$75,663	\$88,652	\$86,490	\$86,490	\$86,490	\$0
LA JUNTA	Wastewater Supervisor		01/2020	2080.00		Y			1	\$69,447	\$76,929	\$84,411	\$64,080	\$64,080	\$64,080	\$0
MONUMENT	WATER/WASTE WATER (UTILITY) DIRECTOR		01/2019	2080.00		N			0	\$74,955	\$98,524	\$122,092	\$108,178	\$108,178	\$108,178	\$0
NEW CASTLE	Utilites Director	Public Works Director	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$73,916	\$73,916	\$73,916	\$0
PUEBLO	DIRECTOR/WASTEWATER	MAYOR	01/2020	2085.00	=	Y	53	6	1	\$104,429	\$116,038	\$127,647	\$110,764	\$110,764	\$110,764	\$0
RANGELY	WATER/WASTE WATER (UTILITY) DIRECTOR		01/2020	2080.00	=	N	0	0	0	\$66,300	\$71,400	\$76,500	\$66,300	\$76,500	\$71,400	\$0
RIDGWAY	Public Works Service Administrator	Town Manager	01/2020	2080.00	=	Y	5	0	1	\$0	\$0	\$0	\$46,133	\$64,586	\$50,184	\$55,360
SILT	Water/Wastewater Utility Director	Town Administrator	01/2020	2080.00	=	Y	3	0	1	\$51,000	\$64,250	\$77,500	\$76,316	\$76,316	\$76,316	\$0
SILVERTHORNE	Utilities Manager	Public Works Director	01/2020	2080.00	=	Y	11	2	1	\$93,819	\$109,455	\$125,091	\$115,961	\$115,961	\$115,961	\$0
WOODLAND PARK	UTILITIES DIRECTOR	CITY MANAGER	01/2020	2080.00	=	Y	15	3	0	\$99,145	\$118,998	\$138,852	\$0	\$0	\$0	\$0
Average										\$90,732	\$109,755	\$128,777	\$104,803	\$106,395	\$105,311	\$79,241

**Job # B114 - WATER/WASTEWATER TREATMENT PLANT OPERATOR A**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Plant Operator A	Water Treatment Manager	01/2020	2080.00	=	N	0	0	2	\$55,862	\$66,122	\$76,383	\$69,708	\$74,885	\$72,297	\$0
ASPEN	Water Treatment Plan Operator A	Assistant Water Director	01/2019	2080.00	=	N	0	0	1	\$55,145	\$68,404	\$81,663	\$66,768	\$71,240	\$69,062	\$0
AURORA	Wastewater Treatment Plant Supervisor	Water S&T Superintendent	01/2020	2080.00	=	N	0	0	19	\$44,932	\$56,146	\$67,361	\$61,320	\$69,103	\$65,234	\$0
BLACK HAWK	Utility Operator IV	Water Superintendent	01/2020	2080.00	=	N	8	7	3	\$54,731	\$62,940	\$71,150	\$0	\$0	\$0	\$0
BRECKENRIDGE	Water Operator A	Assistant Water Manager	01/01/20	2080.00	=	N	0	0	3	\$50,500	\$61,900	\$73,300	\$65,062	\$66,352	\$65,644	\$0
BRIGHTON	RO/WW Plant Operator A		03/2020	2080.00	=	N	0	0	1	\$54,295	\$64,340	\$74,384	\$61,102	\$61,102	\$61,102	\$0
BROOMFIELD	Plant Operator A	Chief Plant Operator	01/2020	2080.00	=	N	0	0	6	\$54,600	\$64,480	\$74,360	\$57,678	\$73,819	\$65,749	\$0
CANON CITY	Water Treatment Plant Operator A	Water Treatment Plant Supervisor	01/2019	2080.00	=	N	0	0	4	\$49,662	\$58,426	\$67,189	\$50,000	\$51,965	\$51,541	\$0
CASTLE ROCK	WATER PLANT OPERATOR IV	Water Operations Supervisor	01/2020	2080.00	=	N	0	0	2	\$52,811	\$62,067	\$71,323	\$0	\$0	\$0	\$0
CEDAREdge	Chief Water Plant Operator	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$40,051	\$51,327	\$62,603	\$56,817	\$56,817	\$56,817	\$0
CORTEZ	Treatment Plant Operator	Water Plant Superindent	01/2020	2080.00	=	N	0	0	2	\$43,992	\$54,995	\$65,998	\$52,915	\$52,915	\$52,915	\$0
ENGLEWOOD	Plant Operator A	Operations Supervisor or Water Production Superintendent	01/2019	2080.00	=	N	0	0	11	\$48,738	\$59,727	\$70,716	\$53,790	\$59,335	\$57,051	\$0
ERIE	Plant Operator III	Chief Plant Operator	02/2020	2080.00	=	N	0	0	2	\$54,341	\$62,820	\$71,300	\$56,032	\$66,215	\$61,124	\$0
FORT COLLINS	Plant Operator	Varies	01/2020	2080.00	=	N	0	0	15	\$53,850	\$64,491	\$75,132	\$53,850	\$75,132	\$67,299	\$71,554
FORT MORGAN	WTP/ WWTP Operators A	Superintendents	3/2020	2080.00	=	N	0	0	2	\$47,500	\$59,400	\$71,300	\$49,489	\$49,904	\$49,775	\$0
FRUITA	Wastewater Operator A	Wastewater Superintendent	01/2020	2080.00	=	N	0	0	1	\$51,838	\$56,412	\$60,986	\$54,887	\$54,887	\$54,887	\$0
GLENWOOD SPRINGS	W/WW Treatment Op (A)	W/WW Assist Supt	01/2020	2080.00	=	N	0	0	0	\$56,867	\$68,244	\$79,622	\$58,930	\$58,930	\$58,930	\$0
GOLDEN	WTP Operator A	WTP Superintendent	1/2020	2080.00	=	N	0	0	3	\$52,670	\$61,895	\$71,120	\$55,182	\$58,552	\$57,484	\$0
GRAND JUNCTION	Wastewater/Water Plant Operator	WW Operations Supervisor	01/2020	2080.00	=	N	0	0	8	\$51,706	\$62,048	\$72,389	\$51,708	\$64,584	\$61,066	\$0
GREELEY	PLANT OPERATOR A	Plant Superintendent	01/2020	2080.00	=	N	0	0	3	\$57,676	\$69,212	\$80,747	\$69,202	\$75,462	\$72,620	\$0
GUNNISON	Wastewater Superintendent	Public Works Director	01/2020	2080.00	=	N	2	0	2	\$52,100	\$61,200	\$70,300	\$70,300	\$70,300	\$70,300	\$0
GYPSUM	Class A Water/Wastewater Operator	Public Works Director	01/2020	2080.00	=	N	1	1	2	\$0	\$0	\$0	\$77,938	\$80,038	\$79,033	\$0
KREMMLING	Water Operator		01/2019	2080.00	=	Y	0	0	1	\$0	\$0	\$0	\$85,000	\$85,000	\$85,000	\$85,000
LAFAYETTE	Plant Operator A- Water & Wastewater	Water / Wastewater Superintendent	01/2020	2080.00	=	N	0	0	10	\$52,364	\$65,455	\$78,546	\$54,121	\$66,684	\$58,204	\$57,428
LOUISVILLE	Water/Wastewater Plant Operator A	Plant Manager/Superintendent	02/2020	2080.00	=	N	0	0	4	\$52,977	\$61,516	\$70,054	\$55,723	\$70,054	\$60,657	\$0
LOVELAND	Plant Operator A	Water Treatment Manager/Wastewater Treatment Plant Mgr	01/2020	2080.00	=	N	0	0	7	\$54,700	\$68,400	\$82,100	\$63,856	\$80,433	\$73,566	\$0
MONUMENT	WASTEWATER TREATMENT PLANT OPERATOR IV		01/2019	0.00		N			0	\$44,579	\$50,290	\$56,000	\$0	\$0	\$0	\$0
MORRISON			1/2020	0.00		N			0	\$51,168	\$59,790	\$68,411	\$51,168	\$68,411	\$51,189	\$0
NORTHGLENN	Utility Plant Operator A	Chief Plant Operator	01/2020	2080.00	=	N	0	0	4	\$55,100	\$67,500	\$79,900	\$55,100	\$56,888	\$55,957	\$0
PARACHUTE	WATER/WASTEWATER TREATMENT PLANT OPERATOR A		01/2019	2080.00		N			1	\$48,223	\$50,902	\$53,581	\$51,892	\$51,892	\$51,892	\$0
PUEBLO	WW OPERATOR A	WWTP Operations Manager	01/2020	2085.00	<	N	0	0	4	\$55,162	\$61,811	\$68,460	\$57,322	\$68,460	\$65,676	\$0
RANGELY	WASTEWATER TREATMENT OPERATOR LEAD		01/2020	2080.00	=	N	0	0	1	\$45,900	\$51,000	\$56,100	\$45,900	\$56,100	\$50,898	\$0
RIFLE	WW Reclamation Facility Operator A		01/2020	2080.00		N			0	\$51,240	\$62,842	\$74,445	\$0	\$0	\$0	\$0
SILVERTHORNE	Wastewater Operator A	Chief Plant Operator	01/2020	2080.00	=	N	0	0	2	\$56,589	\$66,024	\$75,459	\$75,459	\$75,459	\$75,459	\$0
STEAMBOAT SPRINGS	Plant A Operator	WWTP Supervisor	01/2019	2080.00	=	N	0	0	3	\$54,826	\$64,420	\$74,015	\$74,014	\$74,014	\$0	\$0
STERLING				0.00	=	N	0	0	7	\$0	\$0	\$0	\$38,735	\$54,203	\$0	\$0
TELLURIDE	PLANT OPERATOR A	WATER/WASTEWATER SUPERINTENDENT	03/2020	2080.00	=	N	0	0	3	\$54,312	\$66,532	\$78,753	\$62,000	\$75,174	\$66,936	\$0
THORNTON	Water Treatment Specialist	Water Plant Supervisor	01/2020	2080.00	=	N	0	0	5	\$62,295	\$72,262	\$82,230	\$63,554	\$77,985	\$68,733	\$0
WELLINGTON	Wastewater Treatment Plant Superintendent/ORC	Public Works Director	01/2020	2080.00	=	N	0	0	0	\$70,900	\$86,895	\$102,890	\$80,472	\$80,472	\$80,472	\$0
WESTMINSTER	Plant Operator IV	Lead Plant Operator	01/2020	2085.00	=	N	0	0	10	\$58,277	\$66,436	\$74,594	\$59,734	\$74,594	\$71,685	\$73,687
WINDSOR	WASTEWATER TREATMENT PLANT OPERATOR IV		02/2020	2080.00	=	N	0	0	1	\$50,600	\$62,000	\$73,400	\$59,509	\$59,509	\$59,509	\$0
WOODLAND PARK	WATER/WASTEWATER TREATMENT PLANT OPERATOR A	CHIEF PLANT OPERATOR/UTILITIES DIRECTOR	01/2020	2080.00	=	N	0	0	1	\$57,002	\$67,112	\$77,221	\$57,002	\$57,002	\$57,002	\$0

Average										\$52,823	\$62,764	\$72,705	\$60,085	\$66,418	\$63,410	\$71,917
Job # B115 / S31 - WATER/WASTEWATER TREATMENT PLANT OPERATOR B																
										Range			Actual			
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median
ARVADA	Plant Operator B	Water Treatement Manager	01/2020	2080.00	=	N	0	0	3	\$50,673	\$59,980	\$69,288	\$50,673	\$50,673	\$50,673	\$0
ASPEN	Water Treatment Plant Operator B	Assistant Water Director	01/2019	2080.00	=	N	0	0	0	\$47,096	\$56,633	\$66,170	\$0	\$0	\$0	\$0
AURORA	W/ WW Treatment Plant Operator B (combined)	W/WW Treatment Plant Supervisor	01/2020	2080.00	=	N	0	0	0	\$37,134	\$46,836	\$56,537	\$0	\$0	\$0	\$0
BERTHOUD	Water Operator B	Water Operator Supervisor	01/2020	2080.00	=	N	0	0	1	\$45,192	\$52,244	\$59,296	\$52,416	\$52,416	\$52,416	\$0
BLACK HAWK	Utility Operator III	Water Superintendent	01/2020	2080.00	=	N	0	0	1	\$52,125	\$59,944	\$67,762	\$0	\$0	\$0	\$0
BRECKENRIDGE	Water Operator B	Assistant Water Manager	01/01/20	2080.00	=	N	0	0	1	\$45,300	\$55,500	\$65,700	\$61,838	\$61,838	\$61,838	\$0
BRIGHTON	W/WW Treatment Plant Oper. B		03/2020	2080.00	=	N	0	0	2	\$47,637	\$56,450	\$65,263	\$52,284	\$55,462	\$53,000	\$0
BROOMFIELD	Plant Operator B	Chief Plant Operator	01/2020	2080.00	=	N	0	0	1	\$50,648	\$59,176	\$67,704	\$61,714	\$61,714	\$61,714	\$0
BUENA VISTA	Water System Tech 2		01/2020	2080.00	=	N	0	0	1	\$45,284	\$53,976	\$62,668	\$52,395	\$52,395	\$52,395	\$0
CANON CITY	Water Tretment Plant Operator B		01/2019	2080.00	=	N	0	0	0	\$43,894	\$51,640	\$59,386	\$0	\$0	\$0	\$0
CASTLE ROCK	WATER PLANT OPERATOR III	Water Operations Supervisor	01/2020	2080.00	=	N	0	0	0	\$48,900	\$57,480	\$66,061	\$0	\$0	\$0	\$0
CEDAREDGE	Chief Wastewater Plant Operator	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$37,955	\$48,646	\$59,337	\$56,816	\$56,816	\$56,816	\$0
CRESTED BUTTE	Wastewater Plant Operator III		01/2020	2080.00	=	N	0	0	1	\$47,501	\$55,046	\$62,590	\$47,691	\$47,691	\$47,691	\$0
DILLON	Water Plant Operator	Utilities Superintendent	01/2020	2080.00	=	N	0	0	2	\$49,608	\$59,529	\$69,451	\$52,869	\$64,882	\$58,875	\$0
DURANGO	Wastewater Facility Technician	Wastewater Facility Supervisor	01/2020	2080.00	=	N	0	0	6	\$50,073	\$60,088	\$70,102	\$50,073	\$62,436	\$56,255	\$0
ENGLEWOOD	Plant Operator B	Operations Supervisor or Water Production Superintendent	01/2019	2080.00	=	N	0	0	3	\$44,261	\$54,182	\$64,102	\$48,214	\$56,744	\$51,390	\$0
ERIE	WASTEWATER TREATMENT PLANT OPERATOR III		02/2020	2080.00		N	0	0	1	\$50,550	\$58,438	\$66,327	\$59,171	\$59,171	\$59,171	\$0
FORT MORGAN	A Operator	WWTP Superintendent	3/2020	2080.00	=	N	0	0	3	\$43,200	\$54,000	\$64,800	\$40,776	\$49,051	\$45,187	\$0
FRISCO	Water Operator	Water Forman	01/2020	2080.00	=	N	0	0	3	\$48,157	\$57,788	\$67,420	\$51,690	\$61,565	\$59,344	\$0
FRUITA	Wastewater Operator B	Wastewater Superintendent	01/2020	2080.00	=	N	0	0	1	\$45,510	\$49,526	\$53,541	\$48,187	\$48,187	\$48,187	\$0
GLENWOOD SPRINGS	W/WW Treatment Op II (B)	W/WW Asst Supt.	01/2020	2080.00	=	N	0	0	0	\$49,733	\$59,732	\$69,731	\$0	\$0	\$0	\$0
GOLDEN	WTP Operator B	WTP Superintendent	1/2020	2080.00	=	N	0	0	1	\$48,770	\$57,300	\$65,830	\$50,232	\$50,232	\$50,232	\$0
GYPSUM	WASTEWATER TREATMENT PLANT OPERATOR		01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$75,982	\$75,982	\$75,982	\$0
IDAHO SPRINGS	WATER/WASTEWATER PLANT OPERATOR III		01/2020	2080.00		N	0	0	1	\$45,893	\$54,677	\$63,461	\$50,003	\$50,003	\$50,003	\$0
LAFAYETTE	Plant Operator B - Water & Wastewater	Water/Wastewater Superintendent	01/2020	2080.00	=	N	0	0	1	\$47,290	\$59,112	\$70,935	\$46,863	\$46,863	\$46,863	\$0
LONGMONT	Operations & Maintenance Technician	Treatment Operations Supervisor	01/2020	2080.00	=	N	0	0	9	\$58,536	\$64,390	\$70,243	\$65,690	\$65,690	\$65,690	\$65,690
LOUISVILLE	Water/Wastewater Plant Operator B	Plant Manager/Superintendent	02/2020	2080.00	=	N	0	0	1	\$48,984	\$56,878	\$64,771	\$57,844	\$57,844	\$57,844	\$0
MANITOU SPRINGS	Water Plant Operator - Class B	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$56,806	\$68,168	\$79,529	\$62,487	\$73,848	\$68,168	\$0
MONUMENT	WASTEWATER TREATMENT PLANT OPERATOR III		01/2019	2080.00		N			0	\$43,577	\$49,098	\$54,620	\$48,201	\$53,610	\$50,906	\$0
NORTHGLENN	Utility Plant Operator B	Chief Plant Operator	01/2020	2080.00	=	N	0	0	3	\$47,300	\$58,000	\$68,700	\$47,300	\$55,203	\$50,177	\$0
RIFLE	WW Reclamation Facility Operator B		01/2020	2080.00		N			1	\$45,780	\$56,070	\$66,360	\$46,830	\$46,830	\$46,830	\$46,830
SALIDA			02/2020	2080.00					3	\$38,418	\$48,772	\$59,125	\$56,245	\$60,712	\$58,379	\$0
SILT	W/WW Plant Operator B	Utilities Director	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$54,933	\$54,933	\$54,933	\$0
SILVERTHORNE	Wastewater Operator B	Chief Plant Operator	01/2020	2080.00	=	N	0	0	0	\$52,370	\$61,090	\$69,811	\$55,616	\$55,616	\$55,616	\$0
STERLING	Wastewater Treatment Plant Operator III	Utilities Superintendent	01/2020	2080.00	=	N	0	0	0	\$46,083	\$56,238	\$66,393	\$0	\$0	\$0	\$0
SUMMIT COUNTY	Treatment Plant Operator III	utility Director	07/2019	2080.00	=	N	0	0	4	\$49,647	\$60,818	\$71,989	\$72,177	\$72,691	\$72,520	\$0
TELLURIDE	Plant Operator B		03/2020	2080.00		N	0	0	1	\$47,435	\$58,108	\$68,781	\$47,250	\$47,250	\$47,250	\$0
THORNTON	Water Plant Operator III	Water Plant Supervisor	01/2020	2080.00	=	N	0	0	2	\$54,412	\$63,118	\$71,824	\$56,329	\$56,882	\$56,606	\$0
WELLINGTON	Wastewater Treatment Plant Op III	Wastewater Treatment Plant Superintendent/ORC	01/2020	2080.00			0	0	0	\$42,300	\$51,800	\$61,300	\$60,453	\$60,453	\$60,453	\$0
WESTMINSTER	Plant Operator III	Lead Plant Operator	01/2020	2085.00	=	N	0	0	2	\$54,211	\$61,800	\$69,390	\$62,868	\$69,390	\$66,129	\$66,129
WINDSOR	Wastewater Treatment Plant Operator B	Wastewater Treatment Plant Supertindent	02/2020	2080.00	=	N	0	0	1	\$45,000	\$54,000	\$63,000	\$54,642	\$54,642	\$54,642	\$0
WOODLAND PARK	WTP/WWTP OPERATOR B	PLANT CHIEF OPERATOR	01/2020	2080.00	=	N	0	0	0	\$51,887	\$61,022	\$70,157	\$0	\$0	\$0	\$0
YUMA			01/2020	2080.00		N			0	\$36,000	\$42,000	\$48,000	\$40,541	\$40,541	\$40,541	\$0
Average										\$47,345	\$56,324	\$65,304	\$54,266	\$56,864	\$55,563	\$59,550

**Job # B116 - WATER/WASTEWATER TREATMENT PLANT OPERATOR C**

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Plant Operator C	Chief Plant Operator	01/2020	2080.00	=	N	0	0	1	\$45,966	\$54,409	\$62,852	\$47,690	\$47,690	\$47,690	\$0
ASPEN	Water Treatment Plant Operator C/D	Water Treatment Supervisor	01/2019	2080.00	=	N	0	0	0	\$42,394	\$50,979	\$59,564	\$55,764	\$0	\$0	\$0
AURORA	W/WW Treatment Plant Operator C	WWW Treatment Plant Supervisor	01/2020	2080.00	=	N	0	0	0	\$33,758	\$42,578	\$51,397	\$0	\$0	\$0	\$0
BERTHOUD	Water Operator C	Water Superintendent	01/2020	2080.00	=	N	0	0	2	\$41,688	\$48,193	\$54,698	\$50,793	\$50,793	\$50,793	\$0
BLACK HAWK	Utility Operator II	Water Superintendent	01/2020	2080.00	=	N	0	0	2	\$49,642	\$57,088	\$64,535	\$0	\$0	\$0	\$0
BRECKENRIDGE	Water Operator C	Assistant Water Manager	01/01/20	2080.00	=	N	0	0	1	\$41,700	\$50,245	\$58,790	\$55,994	\$55,994	\$55,994	\$0
BRIGHTON	W/WW Treatment Plant Oper. C		03/2020	2080.00	=	N	0	0	1	\$43,924	\$52,050	\$60,177	\$46,599	\$46,599	\$46,599	\$0

BROOMFIELD	Plant Operator C	Chief Plant Operator	01/2020	2080.00	=	N	0	0	3	\$44,824	\$53,352	\$61,880	\$44,824	\$47,840	\$46,332	\$0
BUENA VISTA	Water System Tech 1		01/2020	2080.00	=	N	0	0	1	\$41,208	\$49,118	\$57,027	\$45,427	\$45,427	\$45,427	\$0
CANON CITY	WTP Operator C & WTP Maintenance Assistant	WTP Supervisor	01/2019	2080.00	=	N	0	0	2	\$40,760	\$47,952	\$55,145	\$45,211	\$45,211	\$45,211	\$0
CARBONDALE	UTILITY TECH		01/2020	2080.00	=	N	0	0	2	\$40,989	\$55,319	\$69,649	\$53,088	\$60,543	\$56,816	\$54,021
CASTLE ROCK	WATER PLANT OPERATOR II	Water Operations Supervisor	01/2020	2080.00	=	N	0	0	2	\$44,990	\$52,863	\$60,736	\$0	\$0	\$0	\$0
CEDAREDGE	Wastewater & Water Treatment Plant Operator	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$34,799	\$44,056	\$53,313	\$43,451	\$43,451	\$43,451	\$0
CRESTED BUTTE	Water/Wastewater System Operator	Water/Wastewater System Manager	01/2020	2080.00	=	N	0	0	2	\$43,972	\$50,690	\$57,408	\$43,972	\$43,972	\$43,972	\$0
DELTA	Wastewater Treatment Operator	Chief Wastewater Treatment Operator	01/2020	2080.00	=	N	0	0	1	\$45,062	\$52,262	\$59,462	\$55,589	\$55,589	\$55,589	\$0
ENGLEWOOD	Plant Operator C	Operations Supervisor or Water Production Superintendent	01/2019	2080.00	=	N	0	0	3	\$41,412	\$49,654	\$57,896	\$54,605	\$55,663	\$55,153	\$0
ERIE	Plant Operator 1	Chief Plant Operator	02/2020	2080.00	=	N	0	0	4	\$43,743	\$50,568	\$57,393	\$47,100	\$56,265	\$52,499	\$0
FORT MORGAN	WASTEWATER TREATMENT PLANT OPERATOR II		3/2020	2080.00		N	0	0	2	\$39,700	\$49,680	\$59,660	\$42,118	\$47,486	\$44,802	\$0
FRUITA	Wastewater Operator C	Wastewater Superintendent	01/2020	2080.00	=	N	0	0	1	\$39,482	\$42,966	\$46,449	\$42,453	\$42,453	\$42,453	\$0
GEORGETOWN			01/2020	0.00		N			0	\$0	\$0	\$0	\$38,594	\$45,723	\$0	\$0
GLENWOOD SPRINGS	W/WW Treatment Operator I (C)	W/WW Asst Supt.	01/2020	2080.00	=	N	0	0	1	\$41,921	\$50,320	\$58,718	\$47,639	\$47,639	\$47,639	\$0
GOLDEN	WTP Operator C	WTP Superintendent	1/2020	2080.00	=	N	0	0	0	\$41,800	\$49,125	\$56,450	\$0	\$0	\$0	\$0
GRAND LAKE	Water Assistant	Water Superintendent	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$61,080	\$61,080	\$61,080	\$61,080
IDAHO SPRINGS	WATER/WASTEWATER PLANT OPERATOR II		01/2020	2080.00		N	0	0	0	\$40,381	\$48,146	\$55,911	\$0	\$0	\$0	\$0
LAFAYETTE	Plant Operator C - Water & Wastewater	Water / Wastewater Superintendent	01/2020	2080.00	=	N	0	0	0	\$43,724	\$54,317	\$64,910	\$0	\$0	\$0	\$0
LAVETA	Water/Wastewater Plant Operator	Maintenance Supervisor	01/2019	2080.00	>	N	0	0	1	\$0	\$0	\$0	\$44,670	\$44,670	\$44,670	\$0
LOUISVILLE	Water/Wastewater Plant Operator C	Water/ W W Plant Superintendent	02/2020	2080.00	=	N	0	0	2	\$41,870	\$48,620	\$55,369	\$44,449	\$48,859	\$46,654	\$0
LOVELAND	Plant Operator B/C	Water Treatment Manager/Wastewater Treatment Plant Mgr	01/2020	2080.00	=	N	0	0	6	\$45,600	\$55,800	\$66,000	\$55,806	\$60,278	\$57,879	\$0
MEEKER	Water Operator	Public Works Superintendent	01/2020	2080.00	=	N	0	0	2	\$42,994	\$50,319	\$57,644	\$42,994	\$57,644	\$47,634	\$0
MONUMENT			01/2019	2080.00		N			0	\$39,187	\$44,719	\$50,251	\$45,683	\$48,201	\$46,942	\$0
MOUNTAIN VILLAGE	Tech-Water Dist/Prd	Mgr Water Distrib	01/2020	2080.00	=	N	0	0	2	\$39,544	\$46,522	\$53,500	\$39,544	\$46,800	\$46,634	\$0
NORTHGLENN	Utility Plant Operator C	Chief Plant Operator	01/2020	2080.00	=	N	0	0	1	\$43,300	\$53,000	\$62,700	\$43,908	\$43,908	\$43,908	\$0
OURAY	Utilities Systems Operator	Public Works Director	01/2020	2080.00	>	N	0	0	1	\$54,152	\$64,972	\$75,793	\$54,152	\$54,152	\$54,152	\$0
PUEBLO	WATER RECLAMATION WORKER II / ASSISTANT WWTP OPERATOR C	WWTP OPERATIONS MANAGER	01/2020	2085.00	=	N	0	0	2	\$38,667	\$43,511	\$48,355	\$40,104	\$41,970	\$41,037	\$0
RANGELY	WASTEWATER TREATMENT PLANT OPERATOR		01/2020	2080.00	=	N	0	0	1	\$32,640	\$37,740	\$42,840	\$32,640	\$42,840	\$35,904	\$0
RIFLE	WW Reclamation Facility Operator C		01/2020	2080.00		N			0	\$42,525	\$51,082	\$59,640	\$0	\$0	\$0	\$0
SALIDA	WASTEWATER TREATMENT PLANT OPERATOR II		02/2020	2080.00		N	0	0	1	\$35,834	\$44,792	\$53,750	\$46,996	\$46,996	\$46,996	\$0
SILT	W/WW Plant Operator C	Utilities Director	01/2020	2080.00	=	N	0	0	0	\$0	\$0	\$0	\$53,747	\$53,747	\$53,747	\$0
SILVERTHORNE	WW Operator C	Chief Plant Operator	01/2020	2080.00	=	N	0	0	3	\$45,163	\$52,694	\$60,225	\$45,163	\$59,034	\$50,083	\$0
STERLING	Wastewater Treatment Plant Operator II	Wastewater Superintendent	01/2020	2080.00	=	N	0	0	1	\$42,249	\$51,825	\$61,401	\$42,249	\$42,249	\$42,249	\$0
TELLURIDE	Treatment Plant Operator C		03/2020	2080.00	=	N	0	0	2	\$41,533	\$50,878	\$60,223	\$43,680	\$47,840	\$45,760	\$0
THORNTON	Water Plant Operator II	Water Plant Supervisor	01/2020	2080.00	=	N	0	0	1	\$50,853	\$58,990	\$67,126	\$52,643	\$52,643	\$52,643	\$0
WELLINGTON	Wastewater Treatment Plant Op II	Wastewater Treatment Plant Superintendent/ORC	01/2020	2080.00			0	0	0	\$39,500	\$47,380	\$55,260	\$59,334	\$59,334	\$59,334	\$0
WESTMINSTER	Plant Operator II	Lead Plant Operator	01/2020	2085.00	=	N	0	0	2	\$50,437	\$57,496	\$64,554	\$51,690	\$57,056	\$54,373	\$54,373
WOODLAND PARK	OPERATOR D/COMPOST OPERATOR		01/2020	2080.00	=	N	0	0	2	\$42,874	\$50,426	\$57,977	\$42,874	\$42,874	\$42,874	\$0
YUMA	Water/Wastewater Operator C	Water/Wastewater Supt.	01/2020	2080.00	=	N	0	0	1	\$35,000	\$40,000	\$45,000	\$36,239	\$54,726	\$44,256	\$0
Average										\$42,185	\$50,159	\$58,134	\$47,194	\$50,138	\$48,601	\$56,491

#### Job # B117 - WATER/WASTEWATER TREATMENT PLANT OPERATOR D

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
ARVADA	Plant Operator D	Chief Plant Operator	01/2020	2080.00	=	N	0	0	0	\$41,696	\$49,355	\$57,014	\$0	\$0	\$0	\$0
ASPEN	Water Treatment Plant Operator D	Water Treatment Supervisor	01/2019	2080.00	=	N	0	0	1	\$40,222	\$48,367	\$56,512	\$0	\$0	\$0	\$0
AURORA	W W/W Treatment Plant Operator D	W/WW Treatment Plant Supervisor	01/2020	2080.00	=	N	0	0	0	\$30,690	\$38,708	\$46,725	\$0	\$0	\$0	\$0
BERTHOUD	Water Operator D	Water Superintendant	01/2020	2080.00	=	N	0	0	2	\$36,509	\$42,206	\$47,903	\$44,491	\$46,737	\$45,614	\$0
BLACK HAWK	Utility Operator I	Water Superintendent	01/2020	2080.00	=	N	0	0	0	\$47,278	\$54,370	\$61,462	\$0	\$0	\$0	\$0
BRECKENRIDGE	Water Operator D & Trainee	Assistant Water Manager	01/01/20	2080.00	=	N	0	0	2	\$35,800	\$43,268	\$50,735	\$48,880	\$49,628	\$49,254	\$0
BRIGHTON	W/WW Treatment Plant Oper. D		03/2020	2080.00	=	N	0	0	6	\$40,982	\$48,564	\$56,146	\$43,000	\$55,923	\$47,054	\$0
BROOMFIELD	Plant Operator D	Chief Plant Operator	01/2020	2080.00	<	N	0	0	1	\$40,456	\$48,360	\$56,264	\$51,563	\$51,563	\$51,563	\$0
CANON CITY	Water Treatment Plant Operator Trainee	Water Treatment Plant Supervisor	01/2019	2080.00	=	N	0	0	1	\$35,147	\$41,350	\$47,552	\$35,147	\$35,147	\$35,147	\$0
CARBONDALE	DITCH RIDER	UTILITY SUPERVISOR	01/2020	2080.00	=	N	0	0	4	\$40,989	\$49,208	\$57,428	\$45,355	\$46,456	\$46,016	\$49,208
CASTLE ROCK	WATER PLANT OPERATOR I	Water Operations Supervisor	01/2020	2080.00	=	N	0	0	4	\$41,080	\$48,324	\$55,567	\$0	\$0	\$0	\$0
CEDAREDGE	Wastewater Treatment Operator	Public Works Director	01/2020	2080.00	=	N	0	0	1	\$32,968	\$41,762	\$50,555	\$53,477	\$53,477	\$53,477	\$0
CRESTED BUTTE	Water/Wastewater Systems Operator	Water/Wastewater Plant & System Manager	01/2020	2080.00	=	N	0	0	1	\$42,354	\$48,546	\$54,738	\$42,354	\$42,354	\$42,354	\$0
ENGLEWOOD	Plant Operator D	Operations Supervisor or Water Production	01/2019	2080.00	=	N	0	0	1	\$37,342	\$44,770	\$52,198	\$49,418	\$49,418	\$49,418	\$0

			Superintendent													
EVANS	Wastewater Technician I	PW Foreman	01/2020	2080.00	=	N	0	0	1	\$35,329	\$42,436	\$49,543	\$39,323	\$43,867	\$41,594	\$0
FORT MORGAN	D Operator	WWTP Superintendent	3/2020	2080.00	=	N	0	0	6	\$34,200	\$41,850	\$49,500	\$35,360	\$44,017	\$40,742	\$0
FRUITA	Wastewater Operator D	Wastewater Superintendent	01/2020	2080.00	=	N	0	0	1	\$35,908	\$39,076	\$42,245	\$38,480	\$38,480	\$38,480	\$0
GLENWOOD SPRINGS	Water Treatment Op I D	W/WW Supt	01/2020	2080.00	=	N	0	0	2	\$38,418	\$45,168	\$51,917	\$44,990	\$46,023	\$45,508	\$0
GOLDEN	WTP Operator D	WTP Superintendent	1/2020	2080.00	=	N	0	0	1	\$38,700	\$45,485	\$52,270	\$39,852	\$39,852	\$39,852	\$0
GUNNISON	Wastewater Treatment Operator I		01/2020	2080.00	=	N	0	0	1	\$38,600	\$45,300	\$52,000	\$41,950	\$41,950	\$41,950	\$0
IDAHO SPRINGS	WATER/WASTEWATER PLANT OPERATOR I		01/2020	2080.00		N	0	0	0	\$37,671	\$44,800	\$51,928	\$0	\$0	\$0	\$0
LAFAYETTE	Plant Operator D - Water & Wastewater	Water / Wastewater Superintendent	01/2020	2080.00	=	N	0	0	0	\$39,970	\$49,962	\$59,955	\$0	\$0	\$0	\$0
LOUISVILLE	Water/Wastewater Plant Operator D	Water & Wastewater Plant Superintendent	02/2020	2080.00	=	N	0	0	4	\$38,708	\$44,948	\$51,188	\$39,374	\$40,268	\$39,597	\$0
LOVELAND	Plant Operator D	Water Treatment Manager	01/2020	2080.00	=	N	0	0	1	\$36,300	\$44,500	\$52,700	\$41,080	\$41,080	\$41,080	\$0
MONTE VISTA	WASTEWATER MAINTENANCE OPER 1	Public Works Director	01/2020	2080.00	=	N	0	0	2	\$34,920	\$41,040	\$47,160	\$35,360	\$39,728	\$37,544	\$0
MONUMENT			01/2019	2080.00		N			0	\$32,360	\$38,680	\$45,000	\$33,000	\$41,980	\$37,490	\$0
NEW CASTLE	Water/Wastewater Plant Operator	Utilities Supervisor	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$65,769	\$65,769	\$65,769	\$0
NORTHGLEN	Utility Plant Operator Trainee	Chief Plant Operator	01/2020	2080.00	=	N	0	0	0	\$38,100	\$45,700	\$53,300	\$0	\$0	\$0	\$0
PALISADE	Wastewater Plant Operator	Public Works Director	01/2019	2080.00	=	N	0	0	1	\$52,270	\$57,978	\$63,686	\$52,270	\$63,686	\$54,916	\$0
PUEBLO	WATER RECLAMATION WORKER I	WWTP OPERATIONS MANAGER	01/2020	2085.00	=	N	0	0	4	\$34,269	\$40,456	\$46,642	\$37,320	\$38,238	\$36,609	\$0
RIDGWAY	UTILITY MAINTENANCE OPERATOR II	PW Services Administrator	01/2020	2080.00	=	N	0	0	1	\$0	\$0	\$0	\$36,642	\$51,299	\$43,160	\$43,970
RIFLE	WWTP Operator D		01/2020	2080.00		N			1	\$38,535	\$46,252	\$53,970	\$43,969	\$43,969	\$43,969	\$43,969
ROCKY FORD	WATER/WASTEWATER TECHNICIAN	Water/Wastewater Foreman	01/2020	2080.00	=	N	0	0	3	\$28,163	\$34,098	\$40,033	\$24,960	\$24,960	\$24,960	\$0
STEAMBOAT SPRINGS			01/2019	2080.00		N			2	\$41,191	\$48,400	\$55,609	\$42,419	\$47,141	\$0	\$0
STERLING	Wastewater Treatment Plant Operator I	Wastewater Superintendent	01/2020	2080.00	=	N	0	0	2	\$38,734	\$47,658	\$56,581	\$38,734	\$38,734	\$38,734	\$0
THORNTON	Water Plant Operator I	Water Plant Supervisor	01/2020	2080.00	=	N	0	0	1	\$47,527	\$55,131	\$62,735	\$0	\$0	\$0	\$0
WELLINGTON	Wastewater Treatment Plant Op I	Wastewater Treatment Plant Superintendent/ORC	01/2020	2080.00			0	0	0	\$36,800	\$44,100	\$51,400	\$46,185	\$46,185	\$46,185	\$0
WESTMINSTER	Plant Operator I	Lead Plant Operator	01/2020	2085.00	=	N	0	0	4	\$46,901	\$53,476	\$60,050	\$46,901	\$51,781	\$48,717	\$48,093
WOODLAND PARK	Wastewater Treatment Operator D		01/2020	2080.00	=	N	0	0	1	\$38,976	\$45,797	\$52,618	\$38,979	\$38,979	\$38,979	\$0
Average										\$38,542	\$45,661	\$52,779	\$42,553	\$45,290	\$43,646	\$46,310

#### Job # B047 - WEB DEVELOPER

Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Range			Actual			
										Min	Mid	Max	Low	High	Avg	Median
COMMERCE CITY	Digital Communications Specialist	Communications Manager	01/2020	2080.00	=	Y	0	0	1	\$53,932	\$67,415	\$80,898	\$63,000	\$63,000	\$63,000	\$0
GOLDEN	Web Coordinator	Communications Manager/PIO	1/2020	2080.00	=	Y	0	0	1	\$56,700	\$69,400	\$82,100	\$61,112	\$61,112	\$61,112	\$0
GRAND JUNCTION	IT Analyst - Web	IT Supervisor	01/2020	2080.00	=	Y	0	0	1	\$60,770	\$72,924	\$85,078	\$75,899	\$75,899	\$75,899	\$0
GREELEY			01/2020	2080.00					1	\$74,890	\$93,602	\$112,314	\$77,688	\$77,688	\$77,688	\$0
LONGMONT	Website Coordinator	Enterprise Tech Svcs Manager	01/2020	2080.00	=	Y	0	0	1	\$82,831	\$91,114	\$99,396	\$92,958	\$92,958	\$92,958	\$92,958
PUEBLO	MEDIA SYSTEMS ADMINISTRATOR	DIRECTOR/IT	01/2020	2085.00	<	N	0	0	1	\$49,303	\$57,736	\$66,168	\$66,168	\$66,168	\$66,168	\$0
THORNTON	Web Administrator	Communications Director	01/2020	2080.00	=	Y	0	0	1	\$78,942	\$91,573	\$104,204	\$104,204	\$104,204	\$104,204	\$0
WESTMINSTER	Internet Software Engineer	Software Engineer Manager	01/2019	2085.00	=	Y	0	0	2	\$83,499	\$93,936	\$104,373	\$103,516	\$104,095	\$103,806	\$103,806
Average										\$67,608	\$79,712	\$91,816	\$80,568	\$80,640	\$80,604	\$98,382

# Colorado Municipal League Allowance Comparison Report 4/13/2020

Benefit Costs as % of payroll- Fire/Certified		
Entity	Amount	Narrative
BLACK HAWK, CO	24.67	Includes benefits and retirement

Benefit Costs as % of payroll- Fulltime Employees		
Entity	Amount	Narrative
BLACK HAWK, CO	23.20	includes benefits and retirement

Benefit Costs as % of payroll- Police Employees/Sworn Officers		
Entity	Amount	Narrative
BLACK HAWK, CO	27.61	includes benefits and retirements
SOUTH FORK, CO	3%	D&D for full time officers

Bilingual Pay/Practices		
Entity	Amount	Narrative
BRECKENRIDGE, CO	1.5 - 2.5% Pay Differential - Police	Police Department only - % increase above base hourly rate is contingent on fluency and testing that is conducted locally at Colorado Mtn College.
BRIGHTON, CO	\$500 or \$1,000 yr	\$500 Functional Level (Conversation) \$1,000 High of Verbal Fluency and Usage \$1,500 High Level of Written/Verbal Communication
BROOMFIELD, CO	Up to \$2,000	Part of bonus program to recognize special skills that contribute to the mission. Employees must pass a proficiency test to assess fluency. Dollar amount depends on impact of skill. Cannot be a skill that is required for the position.
COMMERCE CITY, CO	\$50 to \$100 per month	May qualify based on skill level for conversational (\$50 per month) or technical (\$100 per month)
EVANS, CO	Varies on Proficiency	FT employees who are able to demonstrate continuing fluency in a second language (non-English) may receive an annual lump sum bonus pay up to \$1,100.00 The second language must impact a minimum of 5% of the City's general service population.
GLENDALE, CO	\$50.00/Pay period	Fluency pay is given once employee passes a bilingual test required.
LAFAYETTE, CO	.50 per hour	Proficiency tested
LONGMONT, CO		Tier I \$25/month for conversationally fluent level and occasional use Tier II \$75/month for conversationally fluent level and frequent use Tier III \$100/month for translation Contact us for full policy
NORTHGLENN, CO	\$750 or \$1500/per year	Employee is tested through a certified instructor. Employee can pass as Tier I (Conversational) or Tier II (Bilingual)
PUEBLO, CO	\$50.00 per/month	applies to General Services, Police, and Fire
SILVERTHORNE, CO	\$500-\$2,000/yr bonus	Bonus depends on Spanish fluency level, which is tested annually. Employees receiving bonus assist with Spanish translation as needed in any department.
WESTMINSTER, CO	\$500 to \$1,500 per year	The City of Westminster, under the provisions of this Merit Pay Program, will award benefited employees \$500 to \$1,500 per year depending on the employee's level of fluency in Spanish, Hmong, and Laotian.

Callback Pay		
Entity	Amount	Narrative
ARVADA, CO	Paid a minimum of 2 hours of overtime pay at 1 1/2 times the normal rate for eac	Paid a minimum of 2 hours of overtime pay at 1 1/2 times the normal rate for each time called out
ASPEN, CO	time and half	Non-exempt employees. Called back - minimum of 2hrs. of pay at time 1.5 even if less than 2hrs.
AURORA, CO	2 hour minimum	A minimum of 2 hrs pay at the overtime rate shall be guaranteed.
BROOMFIELD, CO	No less than 2 hours	Broomfield follows the requirements under the Fair Labor Standards Act
CEDAREDGE, CO	\$2.00 per hour on call	\$2.00 per hour while on call. Minimum of 2 hours paid at regular or overtime rate in called out.
DURANGO, CO	min of two hours pay	A full time non-exempt employee who receives an unscheduled call back to work after leaving the work site at the end of his or her regular work schedule, and prior to the next scheduled time to report. shall receive a minimum of two hours of pay or pay for actual hours worked, whichever is greater. This does not include police officers required to appear in court on City business.
ENGLEWOOD, CO	Varies	Varies per union contract.
FIRESTONE, CO	2 hours minimum pay	Public Works employees are on call out. Receive minimum of 2 hours straight pay plus actual hours worked.
GLENWOOD SPRINGS, CO	Minimum 1 hour	Minimum of one hour.
GRAND JUNCTION, CO	1 1/2 Pay Rate	Minimum of 2 hours paid.
LONE TREE, CO	1.5 regular pay	Minimum 2 hours
LONGMONT, CO		Nonexempt employees receive a minimum of 2 hours at their overtime rate
LOVELAND, CO	Varies	City will pay a premium of 1/2 the normal rate for all hours worked on emergency call back. Emergency call back is any call back to work when the employee has less than two hours notice, is not on his/her regular shift and is not at the work site.
MONTE VISTA, CO	1 1/2 times regular pay	This applies to water/sewer employees and snow removal employees.
PUEBLO, CO	Time and a half	General services, Police and Fire employees receive at a minimum of 4 hours.
RANGELY, CO	time and a half	Standby Pay for on call employee in each department
STEAMBOAT SPRINGS, CO	One hour a 1.5 X hourly rate.	Paid in addition to hours worked
TRINIDAD, CO	2 times pay	Call back at double time, guarantee one hour
WALSENBURG, CO	75.00	Streets and alleys, water and sewer dept, gas dept., and outside water receive an additional 75.00 per week when on call.
WHEAT RIDGE, CO	1.5 times hourly rate	For a minimum of one (1) hour
WOODLAND PARK, CO	1.5 x HOURLY RATE	MINIMUM OF 2 HOURS OF OVERTIME PAY

Certifications & Licensure Pay		
Entity	Amount	Narrative
BENNETT, CO	Amount must be approved before enrollment	Employee Learning & Development Plan allows information to be submitted for approval on a certification or license that will benefit the employee along with the Town of Bennett. This allows professional development and approval planning in the budget.
BLACK HAWK, CO	varies	varies by position
BRECKENRIDGE, CO	2 - 15%	Water Career Ladder for certification from A - D operator levels; some % for wastewater. In addition, we have Police Officer Career Ladder (I&II), contingent on experience, education. We have an HR Professional Career Ladder contingent on experience, certification, role/assignment and organizational need. Many positions at our recreation center may receive 3% - 15% merit for each additional relevant certification
BRIGHTON, CO	3% increase	Pay adjustment of 3%
BRIGHTON, CO	3%	This is for Parks, WW and RO Plants
BROOMFIELD, CO	Varies	Plant Operators - Pay adjustment when employee earns D, C, B, A. No program for Utilities or Fleet.
CANON CITY, CO	2.5%	Certification in WTP and Water Distribution relates to a increase in pay grade. Pay grades 2.5% apart.
DURANGO, CO	4.5% increase	Water and Wastewater employees who pass the State Board of Certification Water and Wastewater 2 or 3 test will receive a 4.5% wage increase
EVANS, CO	up to 2.25%	FT employees who obtain up to a max of 3 certs/licenses in their career field above the min requirements for the their position may be eligible for a total of 2.25%. Each cert equals .75% pay increase.Increases are allowed for 2/4-yr and master degrees.

FIRESTONE, CO	Dependent upon cost of require certification	Training and cost of certification are 100% employer paid if required by the employer
FORT LUPTON, CO	Dependent upon cost of require certification.	Training and cost of certification are 100% employer paid if required by the employer.
GLENWOOD SPRINGS, CO	Grade Increase	Reclassification under normal circumstances up to next pay grade. Some minor certifications recieve a 1% raise.
GRAND JUNCTION, CO	5% stipend	Paramedics who promote and maintain their paramedic certification receive a 5% stipend.
HAXTUN, CO	100%	Employer pays for all training costs, including meals/travel costs
HAYDEN, CO	Incremental increase	Employees who receive certification and knowledge credentials as established by the Town of Hayden, will receive a step increase upon completion.
HOTCHKISS, CO	25.00 - 200.00 PER MONTH	WATER AND WASTEWATER LICENSES - RAISE DEPENDS ON LICENSE LEVEL.
IGNACIO, CO		Water, Waste Water, Gas certifications
LAFAYETTE, CO	promotion usually 6% increase	Water and Waste Water Plant Operators, Streets Utilities Technicians, Water Plant Mechanic are promoted to the next level when the appropriate certification is attained. I.e. Plant Operators license A, B, C or D, Collection and Distribution levels I, II, III etc.
MONUMENT, CO	\$1 per hour	Once an employee goes up in certifications or advanced licensing they get \$1 per hour.
MOUNTAIN VILLAGE, CO	child care license	must be reimbursed if you leave within one year
NEW CASTLE, CO	\$2 to \$3 per hour	Depends on certification level attained
RANGELY, CO	\$500.00	Where certification is required or desired by the employee, receipt or level increase (such as for water) entitles that employee to a bonus and potential raise through employee classification if merited, available, and necessary.

#### Contract Jobs

Entity	Amount	Narrative
RIDGWAY, CO	\$30.00	police officer

#### Employee Incentive Awards

Entity	Amount	Narrative
ASPEN, CO	numerous awards	1. Lookin Good Award Prgm (\$20) 2. Outstanding Employee Bonus Award (up to \$500) 3. Over the Top (between \$50 and \$150) 4. Safety Bonus (\$20) 5. Goals & Outcomes bonus pay (up to \$1,200)
BENNETT, CO	\$5 per month of service after 6 month period	Longevity pay will be issued in the amount of 5 dollars (\$5) per month of each year of eligible service for a maximum pay of (\$750).
BENNETT, CO	\$75-\$500 depending on the recognition	When employees have demonstrated achievements above and beyond the scope of their job functions the Town may award a bonus from time to time to recognize these achievements. 1. Employees may obtain the Employee Recognition Nomination form from the Human Resources Division. 2. Employees may nominate themselves or anyone else on Town staff. 3. Nominations must be based on an employee's actions that demonstrated their contribution to professionalism, goal achievement, or teamwork. 4. Nominations will be reviewed by the committee made of the Town Executive Staff. The Executive Staff will make the recommendation of the award with final approval by the Town Administrator. 5. Bonuses will be distributed in payroll checks as soon as practicable following award
BRECKENRIDGE, CO	25.00	We do not have an incentive award program for "performance". The Town does have a peer-to-peer recognition program of gift certificates. And, the Town has a leadership recognition program, where management and others can nominate individuals for leadership recognition, where either a one-time or continuing leadership accomplishment meets the highest standards and relates to the Town's Leadership Values & Philosophies.
BROOMFIELD, CO	Up to \$2,000	An employee may be nominated for a bonus for the following reasons: service above and beyond, completion of a project or team project, safety recommendations, innovations, etc.
CANON CITY, CO	\$50.00 - \$100.00	Three categories: 1) Substantial cost-saving ideas. 2) Special Assinments or significant projects taken on in addition to an employee's normal duties. 3) Customer Service
COMMERCE CITY, CO	\$25 to \$150	Spot Awards for outstanding team work or exceptional performance on a project outside of normal duties. Employees can nominate peers for the award.
FRISCO, CO	\$10.00	We offer Peak awards when someone has done something extra over and above what is required of their job. These are in the form of gift certificates to restaurants and other local businesses and valued at \$10.00 each. This is a very popular program.
MONUMENT, CO	up to 1%	We have up to 1% of employees pay to offer incentive awards annually
PUEBLO, CO	\$50.00 and up	Employees can nominate other City employees for "Employee of the Month". Employee incentive suggestion program, employees make suggestions on improvements and if the suggestion is accepted receive cash awards. Safety incentive awards given.
SUPERIOR, CO	\$5-\$100	Employees can nominate other employees for "High Five" (\$5-\$30) or "Significant Achievement Award" (\$40-\$100) and recieve a gift card of choice.
YUMA, CO		No incentives are awarded

#### Health Insurance Rate Adjustment

Entity	Amount	Narrative
CANON CITY, CO	3%	3% increase in premium to employer and employee. Rate change for calendar year 2015. No changes to plan design
PLATTEVILLE, CO	39.61	UHC, 7%, 01/01/2019, Plan A,B, and D.

#### Holiday Premium Pay

Entity	Amount	Narrative
ASPEN, CO	Regular Wages plus half	Holiday falls on Saturday, the preceding Friday is observed, if holiday is on Sunday, the following Monday is observed.
AURORA, CO	Holiday pay plus time & one half	Non-exempt, full-time employees required to work an official City holiday, shall receive 8 hours straight pay for holiday plus time & one half for all time actually worked that day.
BLACK HAWK, CO	1 1/5 hourly rate	8 hours when required to work official holiday
BRECKENRIDGE, CO	1.5 x hourly pay	All non-exempt employees scheduled to work, or called-in, are paid 1.5 times for hours actually worked on the holiday. In some instances, "double" time may be earned.
BROOMFIELD, CO	1.5 times hourly rate	All employees who work from 12am through 11:59 p.m. on observed and actual holidays shall receive premium pay of 1.5 times basic rate. FT employees who work on the observed holiday shall accrue up to 8 hours of holiday leave. Employees who are scheduled to work but do not work on the holiday due to office closure must use the 8 hours to cover their absence (Employees on 10-hour shifts must supplement with available annual leave).
CANON CITY, CO	double time	Employees compensated at double time for hours worked on holiday
CHERRY HILLS VILLAGE, CO	Time and a half	Time and a half pay for hours worked on a City-designated holiday, plus 8 hours of holiday leave time
COMMERCE CITY, CO	Time and a half	Hourly employees scheduled to work on a recognized holiday will receive time and a half for hours worked
CRIPPLE CREEK, CO	Straight time for normal hours, + holiday hrs worked at time and one half	Full-time employees are paid straight time for their normal hours, plus the hours worked on the holiday at time and one half. Part-time or seasonal employees are paid at time and one-half for those hours worked.
DURANGO, CO	1.5	NE employees who work observed holidays (not a Sat or Sun) are paid 1.5 times their normal rate of pay for actual hours worked together with 8 hours of holiday pay.
FEDERAL HEIGHTS, CO	2 x base rate	EE's who work on a holiday receive straight pay for hours worked plus holiday pay.
FIRESTONE, CO	Overtime Rate	All non-exempt employees paid overtime rates for working holiday.
FLORENCE, CO	8 hrs wage plus 8 hrs at time and half	granted when required to work on holiday
FRISCO, CO	1.5X	Employees receive OT values at 1.5 x for working holidays. They also get 8 hours of holiday pay for a total of 2.5 x's.
GLENDALE, CO	Full rate of pay	Police officers and dispatchers working on a holiday receive Holiday Pay at hourly rate in addition to their work pay.
GLENWOOD SPRINGS, CO	Straight Time	Receive 8 hours straight pay for holiday and then additional hours worked. If they already have worked over 40, will be 1 1/2 times.
GRAND LAKE, CO	Double time	If an employee works on an authorized holiday, that employee receives compensatory time at two hours per hour worked.
GREEN MOUNTAIN FALLS, CO	time and a half	The employee will be paid time and half for hours worked on the Holiday, and will be allowed to use the Holiday as a day off within the next 60 days.
HAYDEN, CO	1.5 +	If employee works on a holiday, they receive 1.5 times their wage in addition to their regular wage.
KERSEY, CO	8 hours extra pay	For Police Department Employees who work holidays
LAKEWOOD, CO	1.5 times base salary	Not available to employees who group their holidays (essential personnel).
LOUISVILLE, CO	Time and one-half	Time and one-half is provided to employees who are required to work on a city-designated holiday.
MONTE VISTA, CO	Paid 1 1/2 times regular pay + benefit pay	This is only for employees that are called out to work and it is a holiday.



OURAY, CO	none	For PD, at 11hrs per day to holiday bank, worked or not. No premium is paid to work on a holiday. Parks employees receive 8hrs into bank if they work or not; no premium pay for time worked.
PAONIA, CO	Double Time	Public Works/Police - Only if the holiday is worked
PLATTEVILLE, CO	Time and one-half	Employees (except police) are paid time and one-half in addition to regular holiday pay.
PUEBLO, CO	See comments	General services employees receive their regular pay plus time and a half if working a holiday on their regular schedule, employees called back to work on a holiday receive regular pay plus double time.
RIDGWAY, CO		Holiday premium pay is given as either time and one-half or double time to employees required to work a standard holiday, regardless of whether or not the employee has attained overtime eligibility by having worked a 40 hour work week.
ROCKY FORD, CO	Double time	Double time is paid for all hours worked on holidays.
SALIDA, CO	time and one-half	time and one-half
SILVERTHORNE, CO	1 1/2 x hourly pay	Employees receive time and 1/2 for any hours worked on a designated holiday.
SNOWMASS VILLAGE, CO	double time and a half	paid to all employees if worked on a holiday
SOUTH FORK, CO	Double Timne	Provided if actually work on holiday
STEAMBOAT SPRINGS, CO	1.5 times hourly rate	This is paid for hours worked, in addition to Holiday pay
TELLURIDE, CO	1.5 or 2x	Regular employees - 1.5x for hours worked plus paid day off. Seasonal employees - 2x hours worked.
TIMNATH, CO	Time and 1/2	Only for non-exempt employees
WINTER PARK, CO	time and one-half	For police or public works staff
YUMA, CO	Regular Pay	Employees required to work or remain on duty on a recognized City holiday shall receive the regular holiday pay, plus their regular rate of pay for the hours actually worked that day.

Housing Allowance		
Entity	Amount	Narrative
BRECKENRIDGE, CO	2,500.00	Rental Assistance for employees up to a max of \$2,500.00; Housing Down Payment Assistance is available for 1st time buyers for purchase w/in Town limits up to \$35,000
BROOMFIELD, CO	None	Broomfield does not provide a housing allowance
COLORADO SPRINGS, CO	0.00	We do not have any housing allowances.
COMMERCE CITY, CO	Up to \$10,000	Forgivable loan for employees purchasing an owner-occupied home in Commerce City. Loan is forgiven based on years of service (up to 10 years).
GLENWOOD SPRINGS, CO	40,000.00 (Or 18% of purchase price, whichever is less)	This practice is on hold due to budget issues. FT employees with one year tenure may be loaned up to 40K for down payment assistance. Homes purchased within the city limits will allow a 40% forgiveness feature if the employees remain employed with the city for 5 years.
MOUNTAIN VILLAGE, CO	10140/ year	Provided to 1. police officers who are required to live within ten minutes response. 2. Apartment Maintenance who are required to each be on call 15 days/ month 3. Public works on call 4. Gondola Maintenance on call 5. Cable on call
SUMMIT COUNTY, CO	\$30,000	SCG offers a Down Payment Assistance loan for first time home owners for the purchase of a home within Summit County. Lesser of \$30,000 or 10% of the purchase price.
TELLURIDE, CO	9500.00	housing allowance for marshals and water/wastewater operators for 20 minute response time = \$9500 annual Town manager - 20,000 annual

Longevity Pay		
Entity	Amount	Narrative
BERTHOUD, CO	500.00	5-9 years \$500 10-14 \$750 15-19 \$1000.00 20-24 \$1250.00 25+ \$1500.00
BROOMFIELD, CO	None	Broomfield does not offer longevity pay
CANON CITY, CO	\$350.00 - \$1000.00	Five Years = \$350.00 Fifty dollars additional per year of service up to a maxium of \$1000.00
CRIPPLE CREEK, CO	\$250-\$1500	5 Years \$250.00 10 Years \$500.00 15 Years \$750.00 20 Years \$1000.00 25 Years \$1500.00
FRISCO, CO	\$500 to \$3000	We offer service awards to employees at the five, ten, fifteen and twenty year milestones. This is distributed in the form of a bonus check.
GLENWOOD SPRINGS, CO	Up to \$1750/year	5 - 9 = \$350 10 - 14 = \$700 15 - 19 = \$1050 20 - 24 = \$1400 25 and up = \$1750
GRAND LAKE, CO	\$60/Year	Upon anniversary date, employees are given \$5 for each month worked; Year 1=\$60, year 2=\$120, year 5=\$600, etc.
GREENWOOD VILLAGE, CO	\$5.00 per month	Employees receive \$5.00 per month for each month of service at the completion of 5 years. Payment is made once each year in December. Maximum amount is \$1500 per year.
LONGMONT, CO		Only applies to employees hired prior to 1/1/89. Paid annually, \$5 per month for each year of service. (i.e. 15 years of service = \$900)
PLATTEVILLE, CO	200-600	Per FTE, upon completion of 3 years of service, \$200/month of Longevity would be given to employee. Every 2-3 years, the amount would go up, up to \$600/month after 10 years of service.
PUEBLO, CO	\$32.50 - \$52.50 per month / \$25 - \$55 per month	General services employees receive \$32.50 after 5 years and receive increments every 5 years thereafter. Fire employees receive \$25.00 after 5 years and receive increments every 5 years thereafter.
TRINIDAD, CO	\$ .04	\$.04 per year on anniversary date through year 20.
TRINIDAD, CO	\$0.04 per hour	Applied on start date anniversary
WINDSOR, CO	\$250.00	Progressive \$250 every 5 years. ie. 5 yrs = \$250; 10 yrs = \$500

Mileage Reimbursement		
Entity	Amount	Narrative
ALAMOSA, CO	IRS current rate	For city-required travel when using a personal vehicle.
ARVADA, CO	Prevailing IRS rates	Mileage
AURORA, CO	51 cent/mile	Mileage reimbursement for travel to and from work related meetings.
AVON, CO		Mileage reimbursement for employee-owned vehicle used to attend training, meeting, etc. Federal required reimbursement rate.
BLACK HAWK, CO	Established IRS Rates Per Mile	Employees are reimbursed for travel expenses for City business in personal vehicles.
BRECKENRIDGE, CO	0.58	The Town follows the annual mileage reimbursement amount established by the IRS.
BRIGHTON, CO		Based upon IRS rate
BROOMFIELD, CO	Per IRS regulations	Must be approved in advance. Employee is eligible for reimbursement when using personal vehicle for official city business.
BRUSH, CO	\$ .35	We have 2 travel cars for employee use for City business. If neither is available, then you are reimbursed for use of your own vehicle.
CANON CITY, CO	\$0.575 / mile	Mileage reimbursement when private vehicle use for work related travel
CEDAREDGE, CO	.575 per mile	Rate changes to agree with IRS approved rate.
CHERRY HILLS VILLAGE, CO	\$0.51 per mile	IRS mileage reimbursement rate for miles driven over and above normal work commute.
COMMERCE CITY, CO	IRS rate	City vehicles provided for most business travel.
CRESTED BUTTE, CO	54 cents/mile	Travel expense report must be turned in to request this mileage reimbursement.
CRIPPLE CREEK, CO	57.5 cents per mile	Follow current IRS code
DELTA, CO	established by irs	If personal vehicle is used for business purposes.
DILLON, CO	.545 CENTS PER MILE	Reimburse for town business per mile.
DURANGO, CO	54.5 cents	reimbursement for driving private vehicle on city business
ESTES PARK, CO	IRS Rate	Must be approved by dept head in advance.
FEDERAL HEIGHTS, CO	IRS current rate	For use of personal vehicle on city business.
FIRESTONE, CO	IRS Current Rate	For town required travel when using a personal vehicle
FLORENCE, CO	IRS current allowance	available to all employees
FORT COLLINS, CO	IRS rate	IRS rate
FORT LUPTON, CO	set by IRS	with approval.

FORT MORGAN, CO	57.5 per mile	for use when driving a personal car on city business
FREDERICK, CO	As determined by the IRS rate.	Mileage reimbursement is determined by the IRS rate that is established each year. Employee also has the option of taking a Town vehicle, which is used in place for mileage reimbursement.
FRISCO, CO	\$.57	This amount is reimbursed if there is no company vehicle available. If there is a company vehicle available, the amount is \$.25 per mile
GLENDALE, CO	.57	Follow IRS Guidelines
GLENWOOD SPRINGS, CO	.55	Use IRS regulated rate.
GOLDEN, CO	\$.575 per mile	per IRS Rate
GRAND JUNCTION, CO	IRS Rate	Anyone is eligible
GRAND LAKE, CO	.535	Use IRS rate
GREENWOOD VILLAGE, CO	\$.51/mile	Reimbursement for use of personal car for business.
GUNNISON, CO	.57.5 per mile	Adjusted annually according to IRS regulations.
GYPSUM, CO	IRS Standard Rate	If a Town vehicle not be available for business use, the Town will reimburse at the IRS published rate for occasional use of an employee vehicle with proper authorization.
HAXTUN, CO	.56	Employer pays the approved IRS rate
HAYDEN, CO	IRS annual designated amount	IRS designated amount per mile for personal vehicle use for business purposes only if company vehicle is not available.
IGNACIO, CO	0.55	For employees traveling in personal vehicles.
KERSEY, CO	IRS standard	Reimbursed for use of personal vehicle at the then-current Internal Revenue Service mileage rate.
LAMAR, CO	..54	as per IRS regulation
LASALLE, CO	.30 per mile	For use of personal autos for business functions
LONE TREE, CO	.54 per mile	Encourage use of City vehicles when possible
LONGMONT, CO		Reimbursed at \$.50 mile.
LOUISVILLE, CO	54.5	Mileage reimbursement rate per mile for business expenses in 2015.
LOVELAND, CO	IRS Rules	Per the IRS regulations, employees who drive their own vehicle on city business will receive mileage reimbursement.
MONTE VISTA, CO	\$.505 per mile	Receive mileage at IRS rate if they are driving their own vehicle.
MONTROSE, CO	.58	Per government rate
MONUMENT, CO	\$0.565	We reimburse mileage from PLACE OF EMPLOYMENT to venue at the standard IRS mileage reimbursement rate
MOUNTAIN VILLAGE, CO	.545 cents per mile	IRS rate
MT. CRESTED BUTTE, CO	.54 cents/mile	Mileage is reimbursed when employee drives personal car for Town purposes. Reimbursed at \$0.54/mile
NEW CASTLE, CO	Current IRS rate	for use of personal vehicle for town business.
NORTHGLENN, CO	58 cents/mile	Employees receive 58 cents per mile
PARKER, CO	.535 cents/mile	Travel must be work related. Mileage shall be the lesser of the actual road distance between the destination and the point of origin or the destination and the employee's designated work base.
PLATTEVILLE, CO	IRS Approved Rate	Use of personal vehicles is reimbursed at the approved IRS rate.
PUEBLO, CO	IRS regulated rate	IRS regulated rate
ROCKY FORD, CO	.345/mile	Reimbursement for personal vehicle use for city business.
SALIDA, CO	.58	.58 per mile, we use IRS rate.
SILVERTHORNE, CO	\$0.50/mile	Use current IRS rate. Paid only when Town vehicle is not available.
SNOWMASS VILLAGE, CO	.50 per mile	All employees eligible when using own vehicle
SOUTH FORK, CO	IRS Rate	General employees are eligible to receive if can not use Town Vehicle
STEAMBOAT SPRINGS, CO	\$.50/ mile	For use of one's personal vehicle for City business.
STERLING, CO	The City uses the approved IRS rate.	Employee using own vehicle is reimbursed at 50% of the IRS rate for mileage.
SUMMIT COUNTY, CO	\$0.58	Mileage for business is reimbursable for \$0.58/mile
SUPERIOR, CO	.555 per mile	Reimbursement for use of personal vehicle for work related travel.
TRINIDAD, CO	Federal rate	Adjusted to match Federal rate.
WESTCLIFFE, CO	.56	Mileage is reimbursed for attending workshops, meetings and other town business at the IRS published business rate.
WESTMINSTER, CO	Follow current IRS standard mileage reimbursement rate	The City maintains numerous vehicles which employees use in conducting City Business. However, when personal vehicles are used, mileage reimbursement allowed is equal to that allowed by the Internal Revenue Service.
WHEAT RIDGE, CO	.56 cents per mile	IRS Rate
WINDSOR, CO	IRS Rate	Whatever the IRS rate is.
WINTER PARK, CO	IRS standard mileage rate	Authorized travel by personal car for business purposes is reimbursed at the IRS allowable rate.
WOODLAND PARK, CO		amount is set equal to current IRS mileage rate
YUMA, CO	\$0.58 per mile	with receipts

One-Time Bonuses		
Entity	Amount	Narrative
AVON, CO		Lump sum payment received for employee who reached the maximum of his or her range at annual performance review.
BLACK HAWK, CO	varies annually	Employees in good standing receive annual bonus as approved by Council in annual budget. Bonuses are percentage of base pay.
BROOMFIELD, CO	Up to \$2,000	See Employee Incentives
COMMERCE CITY, CO	Varies	Employees at or over the maximum of their pay ranges can receive lump sum merit awards in lieu of base wage increases.
GLENWOOD SPRINGS, CO	Discretionary	Salary grades have changed to reflect no need to bonus those at the top of their prior scale. Sign on bonuses can be used in recruiting. A one-time bonus was given in 12/11 to employees.
IGNACIO, CO		Employees are usually given a one time bonus near the winter holidays. Amount varies by budget and Town Board inclination.
LOUISVILLE, CO	Varies	3 possible ways to receive a bonus 1) going above and beyond 2) significant cost saving measure 3) Department Director specified.
LOVELAND, CO	Varies	With City Manager approval, employees can receive a one-time performance bonus.
MONTROSE, CO	varies	Spot bonuses are approved in varied amounts by the City Manager for employees who have gone above and beyond.
PAONIA, CO	As Determined by the Board	Usually given at the end of the year, OR if a new certification has been completed.
PUEBLO, CO	\$200 - \$800 per year	Police department employees receive an addition of \$200 for 30+ credit hours, \$400 for an associates degree, \$600 for a bachelors and \$800 for a masters annually.
SILVERTHORNE, CO	Varies	Given for exceptional work; in place of raise when employee is at top of pay range.
SNOWMASS VILLAGE, CO	Discretionary	Based on compensation plan, achievements, or quotas
SUMMIT COUNTY, CO	\$900.00	Employees in good standing are eligible for a bonus give 01/01. There is \$900 budgeted for each employee, but at the manager's discretion, employees can be give \$0-\$3,000.
TELLURIDE, CO	Percentage	Employees eligible for bonus in lieu of salary increase at maximum of range.
YUMA, CO	\$500.00	Christmas: Per full time employee Actual amount is determined by City Council each year.

Referral Bonus		
Entity	Amount	Narrative
BRECKENRIDGE, CO	350.00	GRAB program -- Good Referral Award Bonus program, payable in (3) increments (start, 6-mos, 1-yr) for a total of \$350.00. This is provided when a current employee "refers" someone to the Town as a job applicant, and they are subsequently hired.
BROOMFIELD, CO	None	Broomfield does not offer a referral bonus
ENGLEWOOD, CO	\$250	Employee referral program. Refer an applicant to a benefits eligible position. If hired and both referring employee and new employee are with the City 6 months later, \$250 awarded.

Safety Awards		
Entity	Amount	Narrative

BLACK HAWK, CO	Certificates from CIRSA	Safe Driving Awards
BROOMFIELD, CO	Yes	Safety Awareness Program - employees can be nominated and then recommended to receive a \$50 bonus.
DELTA, CO	2 to 4 hours of Safety Paid Time Off	Per quarter - is decided on time loss workers' comp claims and audits performed by department by insurance carrier - employees eligible for 2 to 4 hours of special leave and can accumulate up to 12 hours. Once 12 hours is reached would not be eligible for additional hours until used. It is not paid out at time of separation from employment. Must be used while employed.
GOLDEN, CO	8 Hours of Annual Leave	Eligible employees include RFT employed for 12 months or more. Employees receive up to 8 hours of annual leave for no preventable accidents/injuries. Tiered system based on risk factor of position.
MOUNTAIN VILLAGE, CO	value \$12-\$14	one year accident free award
MOUNTAIN VILLAGE, CO	\$20 drawing	nominate employees monthly for a drawing
MOUNTAIN VILLAGE, CO	\$8-\$50	bi-monthly safety bucks
NORTHGLENN, CO		Safety Incentive Program, employees can earn safety bucks and purchase city logo apparel or pre-purchased merchandise.
SNOWMASS VILLAGE, CO	Yes	All departments eligible

Shift Differentials		
Entity	Amount	Narrative
ARVADA, CO	1% of base salary for swing, 2% of base salary for graveyard shifts.	swing and grave shifts schedules vary.
BROOMFIELD, CO	None	Broomfield does not pay shift differentials
CANON CITY, CO	2% for swing / 4% for graveyard	2% additional compensation if employee works majority of shift between 6 p and midnight 4% additional compensation if employee works majority of shift between midnight and 6 a.m.
COLORADO SPRINGS, CO	.40/.70	.40 for 2nd shift - applies to police .70 for 3rd shift - applies to police
ENGLEWOOD, CO	additional .50 an hour for 2nd shift; additional \$1 per hour for 3rd shift	Plant Operators ONLY.
GLENDALE, CO	\$0.60/hr	Shift Differential allowance is paid for police officers and dispatchers working between the hours of 19:00 and 5:00.
LAKEWOOD, CO	40 cents for shift 2, 75 cents for shift 3	Not available to Police Agents.
MONTE VISTA, CO	\$.25 or .50 per hour	This applies to the Police department and Dispatchers.
PUEBLO, CO	40-80 cents / \$69.53 - \$139.06	General services employees on the afternoon shift receive 40 cents an hour and those on the graveyard shift receive 60 an hour. Police receive \$69.53 a month for working 1+ afternoon shifts or \$139.06 a month for working 1+ graveyard shifts.
TRINIDAD, CO	9% / 12%	For continuous operations departments hours worked between 3-11pm paid at 9% over rate; hours worked between 11pm - 7am paid at 12% over rate

Signing Bonus		
Entity	Amount	Narrative
BROOMFIELD, CO	None	Broomfield does not offer signing bonuses
ENGLEWOOD, CO	\$4500	New Police Officers ONLY. Academy Reimbursement Program - Police employees hired straight from an academy (no other prior law enforcement job) are eligible to receive \$4,500 over the course of 3 years.
SNOWMASS VILLAGE, CO	Given when applicable	Given when applicable and criteria met

Skill Based & Special Assignment Pay		
Entity	Amount	Narrative
BROOMFIELD, CO	Varies	Employees can earn a merit bonus for demonstrating a skill that furthers the mission (Cannot be a skill required for the position). Bonus program for FTOs in Police Department.
CANON CITY, CO	5%	5% given when Sworn Police Officers assigned to Field Training Officer, In-Service Training Instructor and Range Officer.
DURANGO, CO	varies	police special assignment pay
ERIE, CO	5% of base salary	Special Assignment Pay is given to Police Officers being utilized as detectives and as Field Training Officers
EVANS, CO	\$1,500	FT sworn, non-exempt officers who hold a minimum of two recognized lateral assignments may receive a lump sum bonus pay.
PLATTEVILLE, CO	\$50/hr	Police have the option to do a DUI shift, usually 4-8 hours, on top of their regular hours, per pay period.
PUEBLO, CO	See comments	Fire employees on the HAZMAT response team receive \$50 per month. Police employees receive \$100 per month if called out to explosive device calls and an additional \$15 while conducting Field Training.

Standby/On Call Pay		
Entity	Amount	Narrative
ALAMOSA, CO	1 hour pay for every 12 on call	Must carry pager at all times and respond to calls within 30 minutes of notice.
ARVADA, CO	one hour of straight time per 24 hour period.2 hours on holidays or days off.	1 hour of straight time per 24 hour of normally scheduled shift. 2 hours for off days
ASPEN, CO	1 hr. regular pay for weekday; 2hrs. pay for every weekend above normal workweek	Non-exempt employees.
BENNETT, CO	Paid an automatic 2 hours at OT rate	On Call Well Duty
BERTHOUD, CO	100.00	On call Pay \$100 per week
BROOMFIELD, CO	Yes	Non-exempt employees only - One hour for every eight hours on-call. A flat amount is provided to exempt Social Case Workers.
DELTA, CO	6 hours per payperiod	For individuals selected will receive 6 hours of on-call at regular rate of pay.
DILLON, CO	1 1/2 times hourly rate	public works receives 2 hours per week for one night of on-call
DURANGO, CO	varies	Two hours straight time pay per 24-hour day
FORT LUPTON, CO	5 hours per week, 2 hours minimum per call	Public Works and IT
FRISCO, CO	\$125 per week	PW employees who are on call receive \$125 per week for on-call weeks only.
GEORGETOWN, CO	1/2 hourly wage	For police dept. only. On call pay is 1/2 hourly wage per hour. Our dept is very small so on call wages are paid from 12am - 7am, 7 days a week when an officer is not on duty.
GLENWOOD SPRINGS, CO	1- 4 hour	Weekdays - 1 hour/day Weekends - 4 hour/day Holidays- 6 hour/day
GOLDEN, CO	See below	M-Th, 1 Hour of pay for each day assigned. Fri-Sat 2 Hours of pay for each day assigned. Must be designated by supervisor, be within 30 minutes of access and no drug or alcohol consumption.
GRAND JUNCTION, CO	1 hour at double pay	Standby pay is paid for each calendar day or overnight assignment of standby duty.
GRAND LAKE, CO	\$50/day	Water Department employees receive \$50/day in "on-call" pay. If they are called out, they also receive pay and/or accrue compensatory time. Public Works' employees receive \$50/weekend day in "on-call" pay. If they are called out, they also receive pay and/or accrue compensatory time.
LAKEWOOD, CO	\$3.00/hour	On-call pay for non-exempt employees.
LONE TREE, CO	1 hour regular pay	Receives 1 hour regular pay for being on call. If called out, regular pay for all hours worked
LONGMONT, CO		Employees are paid 1 hour at 1 and 1/2 times their hourly rate for every 24 hours on call.
MONUMENT, CO	25.00	Regular stand-by pay is \$25 per day and Holiday stand-by pay is \$50 per day.
NEW CASTLE, CO	\$1 per hour	Once called out, then employee receives regular hourly wage.
PONCHA SPRINGS, CO	\$50.00 @ day	The public works crew gets paid \$50 @ day for weekends and holidays that they are on call.
PUEBLO, CO	\$1 an hour additional	General services employees on stand-by receive an additional \$1 per hour.
SILVERTHORNE, CO	\$3 / hour	Plow drivers receive On-Call pay October - April.
SOUTH FORK, CO	\$15-\$17.25	Shift pay is equal to 1 hour pay.
SUMMIT COUNTY, CO	13.00	The Coroner's office has on-call employees at an hourly rate of \$13.00
SUPERIOR, CO	\$12.85 per day	Per day of on-call status.
TELLURIDE, CO	\$4 per hour	on call = \$4.00/hour
TRINIDAD, CO	\$ 85.00 / week	\$85.00/week pager pay on rotational basis

WINDSOR, CO	1.00 per hour	per hour rate, if called in regular rate of pay or OT rate if applies
WOODLAND PARK, CO	PERIOD OF 1 WEEK	WATER & WASTE WATER 6 HRS @1.5 OT FIELD SERVICE & STREETS 4 HRS @ 1.5 OT OTHER DEPTS OT AS APPROVED BY DEPT HEAD VARIATIONS IN COMPENSATION OCCUR DUE TO VARYING LEVELS OF RESPONSIBILITIES PER DEPT
YUMA, CO	\$1.00 per hour	Police, Ambulance, Electric, Water, Sewer, Street Depts.: 128 (non-working) hours per week. \$128.00 per week.

#### Telephone / Cell Phone Allowance

Entity	Amount	Narrative
AURORA, CO	Varies	All phones are personal and if required for position, city will reimburse based on an established use schedule.
BASALT, CO	30.00	If required for the position
BENNETT, CO		Only Exempt /Non-Exempt Employees apply if not given a cell phone for business use.
BLACK HAWK, CO	\$19 or \$31 per pay period	basic phones \$19 per pay period smart phones \$31 per pay period cell phone stipend
BLANCA, CO	160.00 per month	Police cell phone is paid by the Town. Town also pays for cell phone for the Mayor.
BRECKENRIDGE, CO	35.00 - 100.00	Town Manager and Asst Town Mgrs cell phone are paid by the Town; Communications Coordinator - \$34.00 and TM Exec Asst - \$50.00 allowance/month. IT personnel are reimbursed for internet and cell phone usage. Finally, Sr. Mgmt within the Town may be reimbursed for cell phone fees/purchase; or, the Town may purchase phones and pay fees for the manager.
BROOMFIELD, CO		Employees who need a cell phone for city business are issued a city cell phone and the expenses are budgeted for the plan.
CEDAREDGE, CO	25.00	Employee charged with any amount over the base cell phone useage each month.
CRESTED BUTTE, CO	\$25.00 per month	Department Heads and all employees that may be called out.
DELTA, CO	From \$10.00 to \$60.00 month	Department Head to decide who is eligible and the stipend will depend on the amount minutes being covered. Paid through payroll each pay period and subject to taxes & reported as income. Occasional use to 50 min \$13.33 Over 50 min to 100 min \$26.66 Over 100 min to 450 min \$53.32 Over 450 min \$79.98 If Data package required will receive an additional \$39.99/month.
DURANGO, CO	N/A	Depending on title/responsibility, some employees are issued a company cell phone to be used for business purposes only. This is a change from 2017.
FIRESTONE, CO	No Cost to Employee	Cell Phones provided to all departament heads and key personnel. Cell Phones provided to Public Works Assistants - Direct Connect only.
GOLDEN, CO	See Comment	Varies by Department
GRAND JUNCTION, CO	Varies	Cell phone allowance at three levels dependent on usage or City issued phone.
GRAND LAKE, CO	\$40	Town Manager, Public Works' Director and Assistant Director, Water Superintendant and Marina Manager are all provided a cell phone by Town.
HAXTUN, CO	100%	Police/Maintenance workers are provided cell phones for work/on call time.
HOTCHKISS, CO	\$15.00	Police Department is paid \$15.00 per month for home phone.
IGNACIO, CO	20.00 to 40.00 per mo.	Town Manager receives \$40/mo for mobile phone and wireless connection with laptop. Public Works employees are paid 20/month for phone allowance.
KERSEY, CO	50.00	\$50.00 stipend for use of personal cell phone for town business.
LONE TREE, CO	\$30 or \$50 per month	\$30 for a standard phone \$50 for upgraded phone based on business need and Mgmt. approval
LOUISVILLE, CO	Varies	Certain employees' job require the need for a cell phone allowance. Currently, this is provided at \$50 per month and it must be approved by Department Director and City Manager.
LOVELAND, CO	A contract is awarded using the City's current purchasing methods	Dept Director ensures cell phones are issued to employees whose job productivity is enhanced thru the use of the equip.
MANITOU SPRINGS, CO	\$69 per month	Cell phones issued to department heads and key personnel
MONTROSE, CO	\$50 - \$100 monthly	Depending on phone
MONUMENT, CO	Cost of service	The Town pays for all cell phones and their use monthly for all Public Works employees, Water Fund employees and Managers
PALISADE, CO	\$50.00	This allowance is paid to all department heads. However, they must complete a reimbursement form and attach cell-phone bill if bill is below the \$50 the amount of the bill is reimbursed.
PLATTEVILLE, CO	\$40/month	Town manager and Recreation personnel get a \$40/month reimbursement for using their personal phone for business.
SNOWMASS VILLAGE, CO	As needed basis	TOSV will provide phone and plan to certain positions in need
SOUTH FORK, CO	\$50 per Month	Town Manager, Full time public works employees and full time police officers
SPRINGFIELD, CO		The Town provides cell phone to all employees for business use.
SUMMIT COUNTY, CO	45.84	Cell phone allowance for approved positions only.
SUPERIOR, CO	\$.22/minute	Employees reimbursed \$.22/minute for business call on personal cell phone.
TELLURIDE, CO	50.00/month	reimbursement for cell phone if required for position/or town cell phone provided
WINDSOR, CO	\$55-\$100.00	\$55.00 for use of personal cell phone per month - Field personnel \$100.00 for use of personal cell phone -Director level and above
WINTER PARK, CO	Town Plan paid in full	For police, managers and certain essential staff
WOODLAND PARK, CO	CELL PHONE	PROVIDED BY CITY TO APPLICABLE EMPLOYEES AT 200 MINUTES EACH AND ALL MINUTES ARE POOLED

#### Temporary Assignment/Out-of-Class Pay

Entity	Amount	Narrative
ARVADA, CO	6 percent, but no less than the minimum rate of the position filled	employee assumes all authority and responsibility for that position, exceeding 3 calendar weeks. Temp pay will be paid for the full period of the temporary assignment, retroactive to the 1st day.
BLACK HAWK, CO	5%	for "acting" positions
BROOMFIELD, CO		Employees may be temporarily appointed to the higher level position (4% or start of pay range) or they may receive a lump sum bonus at the end of the assignment (Typically calculated as the difference between the two levels multiplied by the amount of time the person was in the temporary assignment).
COMMERCE CITY, CO	5-10% of salary	We paratice this for acting pay when an employee is stepping into a higher level job for a temporary time frame
DURANGO, CO	varies	Employee receives temporary pay for the duration of the assignment for a minimum duration of 30 calendar days.
ENGLEWOOD, CO	5% or minimum of acting grade	Must be acting in position for 30 days or more. Increase retroactive back to day one of acting once 30 days has passed.
FORT COLLINS, CO	Varies	Acting Appt = designates EE to a mgmt level for temp period of 30 days & not to exceed 12 months = 6% pay inc Pay Differential = designates EE to a higher level job or assume higher level responsibility for temp period of 30 days or more = 6% pay inc
GRAND JUNCTION, CO	5% of base or entry rate upgrade class	Temporary upgrade pay allowed for upgrades of 2 weeks or longer or by shift for sworn fire.
GRAND LAKE, CO	1 hour comptime	Day Rate Policy; when Public Works Director is gone, Pub. Works Assistant gets dayrate of 1 hour comptime for every 8 worked.
LAFAYETTE, CO	6%- 8% increases	An employee who is temporarily performing the position of another superior (higher ranked)employee receives a temporary increase in pay generally around 6%
LONE TREE, CO	depends on assignment	Varies by level of responsibility
PUEBLO, CO	Varies	Step up pay given to employees working in a higher classification, amounts vary for Police, Fire and general services.
TRINIDAD, CO	By class	By Classification for hours worked with applicable certification and longevity
WHEAT RIDGE, CO	Non-specific	Paid at a higher rate within the salary range that is commensurate with employee's qualifications.

#### Tool Allowance

Entity	Amount	Narrative
BRECKENRIDGE, CO	500.00	Fleet Division employees are provided up to a \$500 annual allowance to purchase tools. This allowance is currently under review.
BROOMFIELD, CO	0	No tool allowance
COMMERCE CITY, CO	\$500	\$500 per year for fleet mechanics
GLENWOOD SPRINGS, CO	\$350	For Fleet Mechanics in lieu of Uniform Allowance
LAKEWOOD, CO	Varies	By department.
LONGMONT, CO		In the Fleet department all tools are paid for by the City. Employees do not provide their own tools.
LOUISVILLE, CO	\$75.00 per month	This allowance is provided to the 2 mechanics on staff.
PUEBLO, CO	\$350 per year	General service employees required to have tools are given up to \$350 per year.

SILVERTHORNE, CO	\$400/yr	Town also replaces broken tools.
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Turnover Ratio		
Entity	Amount	Narrative
BLACK HAWK, CO	14	All departments
BROOMFIELD, CO		We track this information differently and use the MSEC standard. Voluntary would be resignation (7.2% in 2015). Involuntary would be dismissal, retirement, lay-off, disability (2.8%). Overall turnover was 10% in 2015.
CANON CITY, CO	17%	Total turnover for cy 2014 (do not track by various categories)
COMMERCE CITY, CO	17.7%	2017
FRISCO, CO	21%	21% was the turnover for 2019

Uniform/Clothing Allowance		
Entity	Amount	Narrative
ARVADA, CO	Varies	Shirts, jeans, coveralls, and jackets are provided. \$125 per year for safety steel toed shoes. Police Officers are given all clothing and equip. excluding side arm. Detectives receive a \$350 annual clothing allowance.
ASPEN, CO	Varies	Various depts. that have frequent public contact in field or office settings or employees who wear uniforms and/or safety equipment while on the job may be purchased by the City, at the City's discretion.
AURORA, CO	Varies on clothing type and department	Varies on clothing type and department
AVON, CO		Police, Transit, Fleet, and Public Works have uniform allowances.
BLACK HAWK, CO	varies per position	all employees
BRECKENRIDGE, CO	250.00	Streets, Water, and Facilities are provided up to a \$250.00 annual allowance (\$28.83/month) to purchase Town-logoed, above waist clothing.
BROOMFIELD, CO	Varies by position	Uniforms or shirts/jeans are provided for field positions including police officers and public works employees. Benefit varies by department.
BRUSH, CO	\$16,000.00	\$12,000.00 is set aside for Police Officers as needed. \$4,000.00 is set aside for Public Works as needed.
CANON CITY, CO	\$150.00 \$250.00 \$130.00	Boot Allowance once per year = \$150.00 Uniform Allowance per Quarter: Police officers = \$250.00 Other Police Personnel = \$130.00
CENTRAL CITY, CO	\$364	PD is provided 3 short & 3 long sleeve shirts, 3 pairs of pants, winter jackets, & bullet proof vest. Officers must buy their own "leather", boots & weapon. Are given \$364.00/ year uniform cleaning allowance. Public Works Dept is provided T-shirts.
CHERRY HILLS VILLAGE, CO		Police patrol and public works employees are supplied with uniforms.
CRESTED BUTTE, CO	varies by dept	Uniform allowances are given in Public Works, Water & Sewer, Marshals departments.
DELTA, CO	depends on needs	Police department provides required uniform for officers. Weapons are responsibility of officer to provide.
DURANGO, CO	varies	Police Dept provides uniform as does Parking; Safety shoe replacement of \$100; City Shirts; vests; caps
ENGLEWOOD, CO	\$100/month	POLICE ONLY: for police employees assigned to non-uniform positions for a period of 30 days or more.
ERIE, CO	160.00 to 1760.00 per year	Positions have specific lists of clothing allowed including uniform shirts, pants, and work boots
EVANS, CO	\$400.00	Annual allowance for sworn police personnel except for Police Chief and Police Commander. The Police Chief, Police Commanders and Code Enforcement Officers receive \$100/year.
FEDERAL HEIGHTS, CO	\$700	Police officers, Detectives and Code Enforcement Officers receive \$600 uniform and \$100 gun allowance each year.
FIRESTONE, CO	Varies	Public Works Employees are provided with shirts, jacket, and jeans and work boots reimbursement. PD-New Hires are allowed up to \$1,700.00 for uniforms and vest-existing officers are allowed \$500.00 annually for replacement uniforms.
FIRESTONE, CO	\$75.00	Employees receive annual allowance for Town logo clothing
FLORENCE, CO	\$50 per pay period	available to police officers only
FORT LUPTON, CO	Dependent upon department	Police Department Buildings and Grounds Public Works Golf Course
FORT MORGAN, CO	\$75 a month	For Police detectives and lieutenants
FORT MORGAN, CO	42.00 a month per person	Uniforms provided for the following depts: Gas/Water/Waste Water/Parks/Sanitation/Inventory Control/Streets/Cemetery
GEORGETOWN, CO	varies	Police Officers and Road & Bridge employees are reimbursed for their uniforms. Subject to their supervisors approval.
GLENWOOD SPRINGS, CO	Up to \$400	Given in a lump sum to EE to purchase uniforms.
GOLDEN, CO	See comment	Varies by department
GRAND LAKE, CO	\$450/year	All public works and water employees are reimbursed up to \$37.50/month for uniforms.
GYPSUM, CO	\$150/yr.	Steel toe boots for maintenance personnel reimbursed annually. Jackets and shirts purchased by the Town for all Public Works staff.
HAXTUN, CO	\$300.00	Police and maintenance workers are allowed \$300.00 per year uniform/clothing allowance
HAYDEN, CO	varies	Public Works receives \$250/year clothing allowance and Police Officers receive 100% of the cost of uniforms and related gear, excluding their personal weapons.
HOTCHKISS, CO	800.00 - 900.00	\$800.00 FORPOLICE DEPARTMENT \$900.00 PUBLIC WORKS DEPARTMENT
KERSEY, CO	500.00 annually	Maintenance and police officers
LAFAYETTE, CO	\$560.00	Employees in Public Works and Parks and Recreation Departments receive about the value of \$150 per employee per year of uniforms
LAKEWOOD, CO	Varies	By department.
LAMAR, CO	varies	City pays for uniform cost for Public Works Fire Dept. purchases two uniforms a year cost approx. \$120
LAMAR, CO	Varies	Police Dept. new officers receive 3 pants, 3 Long sleeve shirts, 3 Short sleeve shirts, a 3 in 1 coat, 2 working shorts, ballistic vest, 1 leather utility belt - approx cost \$1500 - allowed \$100 a year to replace shirt and pants
LONE TREE, CO	\$50 per month	For sworn, uniformed Police Officers
LONGMONT, CO		Varies by department.
LOUISVILLE, CO	Varies	For Police Officers \$135 per month or \$1620 annually . Other employees that are required to wear uniforms receive \$300 clothing allowance on an annual basis.
LOVELAND, CO	Varies by department	Amount varies by department.
MONTE VISTA, CO	150.00 per quarter	This practice is for the Police Department only.
MONTROSE, CO	\$120	Annual allowance
MONUMENT, CO	\$100	Each public works and water department employee has \$100 per year clothing allowance and the Town pays for boots and gloves
MT. CRESTED BUTTE, CO	300.00	Full time Maintenance/Public Works department workers are allowed reimbursement of up to \$300.00/year for work clothing.
NEW CASTLE, CO	0.00	at discretion of Chief of Police.
NEW CASTLE, CO	75.00	for safety boots.
NORTHGLENN, CO	\$32.00/month	Pro-rated for part-time employees
PAONIA, CO	200/year	Public Works only + Boots Police - Uniforms purchased for employee
PARKER, CO	\$100/pp	Police Detectives receive \$100/pay period for a clothing allowance
PARKER, CO	\$11.54/pp	Sworn Officers receive \$11.54/pay period for a uniform cleaning allowance
PLATTEVILLE, CO	\$100 Boot Allowance	Public Works employees are given a \$100 a year boot allowance
PUEBLO, CO	See comments	General services employees required to wear uniform are provided and maintained by the City. Authorized employees receive \$75 annually for shoes. Fire receive uniform and \$180 for maintenance. Police receive uniform and receive \$200 for maintenance.
ROCKY FORD, CO	100	Shirts, pants, coats & coveralls provided to PW, Water & Garbage crews.
SEVERANCE, CO		All uniforms are covered for Public Works, and \$100.00 per year for work boots.
SILVERTHORNE, CO	\$600/yr	Uniformed Police staff receive \$50/mo pre-tax.
SILVERTHORNE, CO	\$50/year	Boot Allowance. All Public Works, Parks Maintenance & Facilities Maintenance staff receive \$50/year work boot reimbursement
SNOWMASS VILLAGE, CO	Allowance varies per department	Only certain departments require this allowance
SOUTH FORK, CO	2000	We provide uniforms, coats and safety vests for police officers as well as gloves and safety vests for public works employees.
SPRINGFIELD, CO		The Town provides uniform shirts and pants for employees
SUMMIT COUNTY, CO	75.00	Uniform allowance for law enforcement

TIMNATH, CO	Up to \$400 annually	For police uniform, equipment, leather. Winter gear for public works.
TRINIDAD, CO	\$300 PD / \$350 FD / \$250 P&L / \$150 PW	Police receive \$300 uniform pay; Fire receive \$350 (Chief \$450); Power & Light Line crew receive \$250 taxable clothing allowance and Public Works crews receive \$150 taxable clothing allowance
WESTCLIFFE, CO	300.00	This is for coveralls for our public works employees. Two employees are reimbursed for clothing and boots.
WESTMINSTER, CO	Varies with positions	Police - one time cost of uniform \$4,800. Annual uniform allowance = \$360.00 Fire - one time cost of uniform \$700 and annual cleaning allowance = \$160.00 Public Works / Parks Svcs = \$400.00/yr
WINTER PARK, CO	540.00	Public Works employees receive an annual clothing allowance of \$540; Police Officers receive an annual clothing allowance of \$1080.
WOODLAND PARK, CO	VARIES BY DEPT PER YEAR	ANNUAL. \$700.00 POLICE, \$430.00 PUBLIC WORKS & UTILITIES, \$300.00 CODE ENFORCEMENT. EMPLOYEE'S MAY PURCHASE ITEMS AT SELECT VENDORS.
YUMA, CO	100%	Employee uniforms and services paid.

Vehicle Allowance/Use		
Entity	Amount	Narrative
AURORA, CO	Varies	A dollar amount is given to high level management. Vehicles are provided for most department directors.
AVON, CO	300.00-1000.00	Asst Town Manager and Town Engineer = \$300.00/month Town Manager = \$1000.00/month Police Chief, Lieutenant and Sergeants have take home vehicles.
BRECKENRIDGE, CO	1000.00	Town Mgr. is provided \$1,000/mo, and the Asst. Town Mgr is provided \$500/month for personal vehicle use. Others receive a Town vehicle for use within the state.
BROOMFIELD, CO	Varies	Limited circumstances in which an employee can have a take-home vehicle. Generally limited to emergency responders and on-call personnel.
BRUSH, CO	.00	Positions allowed a take-home vehicle are police, city administrator and assistant administrator.
COMMERCE CITY, CO	\$150 to 835 a month	Depending on position within the City determines allowance amount
CRESTED BUTTE, CO	Vehicles provided	Public Works, Water & Sewer, Marshals departments have vehicles that may be used for commuting to work. Town Manager provided vehicle for business use.
DURANGO, CO	varies	Allowance for use of own vehicle for City business.
ENGLEWOOD, CO	\$255/month	Executive level employees ONLY.
ERIE, CO	4.00 per day	Several positions may drive vehicles home for a tax charge of 4.00 per day. Police Department employees assigned to vehicles for emergency purposes may take home vehicles without charge.
FEDERAL HEIGHTS, CO	varies	Chief, Detectives and SWAT Lieutenant have take home vehicles.
FORT COLLINS, CO	\$750/mo	City Manager only
FRISCO, CO	Unknown	Only a few key management personnel have take home vehicles, however, these vehicles are provided by the Town. There is no compensation related to use of their own vehicle.
GEORGETOWN, CO	400.00	Police Chief has use of PD vehicle 24-7. With his gas usage included.
GLENWOOD SPRINGS, CO	\$500 Month	City Attorney \$500 Month City Manager \$500 Month
GOLDEN, CO	\$450 per mo	For designated management positions
GRAND JUNCTION, CO	Varies	Auto allowance primarily for department heads at \$350 per month.
GRAND LAKE, CO	0.00	Water Superintendant and Water Assistant are allowed to take Town-owned vehicles home in order to respond to water emergencies with no delay.
GYPNUM, CO	-	The Town Manager, Public Works Director, Assistant Public Works Director, and Building Official are allowed a take-home town vehicle.
IGNACIO, CO		Town Manager has a take home vehicle. All police have an assigned vehicle and are able to take them home, unless they live outside the 30 minute radius.
LAFAYETTE, CO	\$200.00	Department Directors either receive use of a City car or \$200 in cash on a monthly basis
LAKEWOOD, CO	Varies	Discretionary amount.
LOUISVILLE, CO	\$525 per month	Applies to City Manager only. Vehicle allowances are provided for some Department Directors but the amount varies by position from \$250 - \$500 per month.
LOVELAND, CO	\$600 per month	Car allowance is only given to certain positions; City Mgr's is \$600 per month. Some utility dept. supervisor positions are allowed to take home City vehicles.
MONTROSE, CO	0	City Manager is provided with automobile
NORTHGLENN, CO	\$550.00	City Manager receives \$550.00 per month
PARKER, CO	\$184.61/pp	Town Administrator receives a car allowance of \$184.61 per pay period
PARKER, CO	\$138.46/pp	Town Attorney receives a car allowance of \$138.46 per pay period.
PUEBLO, CO	Varies	City manager given monthly allowance of \$500 per month for vehicle.
SILVERTHORNE, CO	\$300-\$450	Town Manager and Public Works Director receive monetary car allowances. Police Chief, Assistant Public Works Director and Water/Sewer Superintendent are provided Town vehicles they can take home.
SPRINGFIELD, CO		All superintendents are allowed to take home vehicles.
STERLING, CO	City Manager \$400, PLR Director \$100/; HR Director \$100/mo.	Vehicle allowance is given for certain Take home vehicles are available for Street, Utility and PCF Superintendents; PW Director; Engineering Technican. Other Department heads use their own vehicles and receive mileage reimbursement. Other employees who use their vehicles for travel to City Hall from outside departments/divisions may also receive a mileage reimbursement.
TRINIDAD, CO	varies	City Manager \$300/month City Planner \$150/month Finance Director/City Clerk/Delinquent Acct Clerk \$75/month Finance Meter Readers \$400/month (2) & \$200/month (1)
WESTMINSTER, CO	\$450.00 - \$750.00/month	City Manager = \$750.00/mo City Attorney = \$500.00/mo Presiding Municipal Judge = \$500.00/mo Deputy City Manager = \$500.00/mo Department Heads = \$450.00/mo
WHEAT RIDGE, CO	\$300 per month	Department Directors
WINTER PARK, CO		The Public Works Director and Police Chief are given take-home vehicles for business use only. Police Officers on-all are given take-home vehicles for business use only.
WOODLAND PARK, CO	CITY VEHICLES PROVIDED	CITY MANAGER, PUBLIC WORKS DIRECTOR, UTILITY DIRECTOR, PLANNING DIRECTOR, CREW LEADERS. FOR PAYROLL INCLUDED AS 'TAXABLE FRINGE BENEFIT' @ \$1.50 PER DAY ONE-WAY. \$3 PER DAY ROUND-TRIP

# Colorado Municipal League Elected Official Comparison Report 4/13/2020

Job #2755 - ASSESSOR													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
SUMMIT COUNTY	1	Annual	\$101,000.00		✓	✓	✓	✓	✓	✓	✓	03/06/2020	
GUNNISON COUNTY	1	Annual	\$80,737.00		✓	✓	✓	✓	✓	✓	✓	03/12/2019	
DELTA COUNTY	1	Annual	\$74,527.00		✓	✓	✓	✓	✓	✓	✓	02/04/2020	
Job #2725 - ATTORNEY/SOLICITOR													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
BRECKENRIDGE	1	Monthly	\$14,250.00									01/09/2020	On-site 1 day/week; available by phone when not on-site
CRESTONE	1	Annual	\$24,000.00									02/05/2020	
SAGUACHE	1	Monthly	\$1,000.00									03/17/2017	
FOUNTAIN	1	Hourly	\$249.52									02/03/2019	Court Attorney -
MONUMENT	1	Annual	\$87,550.00		✓	✓	✓	✓	✓		✓	02/28/2019	In-house Attorney
SEVERANCE	0	Annual	\$0.00										
Job #2740 - AUDITOR													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
DENVER	1	Annual	\$148,061.00		✓	✓	✓	✓	✓		✓	02/21/2018	
Job #2770 - BOARD CHAIRMAN - APPOINTED													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
MONTROSE	1	Monthly	\$60.00									02/24/2020	Planning Commission
RIDGWAY	0	Monthly	\$250.00									01/28/2020	eligible for Wellness Program reimbursement
Job #2775 - BOARD MEMBER - APPOINTED													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
BRECKENRIDGE	15	Monthly	\$400.00									01/09/2020	Planning Commission - \$400.00/month pay; Breckenridge Outdoor Space Advisory Committee - \$200.00/month pay; both receive a \$500.00 Recreation Credit each new plan year.
PUEBLO	3	Monthly	\$225.00									02/12/2019	Civil Service Commissioners
GLENDALE	12	Per Meeting	\$100.00									02/06/2015	
STERLING	25	Annual	\$0.00									01/10/2019	These board members do not receive any pay for meetings.
ERIE	5	Monthly	\$300.00				✓	✓				03/06/2020	Board Members are eligible for additional compensation for meetings @ \$25 per meeting up to \$100.
KERSEY	0	Per Meeting	\$100.00									02/11/2020	
LASALLE	5	Monthly	\$50.00									04/01/2016	
MONTROSE	6	Monthly	\$40.00									02/24/2020	Planning Commission
GREEN MOUNTAIN FALLS	14	Annual	\$0.00									02/27/2019	Planning Commission (5), Trails Committee (9)
LAMAR	5	Annual	\$240.00									03/21/2016	These board members are appointed by Council. These board members are responsible for the development, productions, purchase and distribution of all electricity for Lamar Light & Power.
MANCOS	3	Annual	\$600.00									04/04/2016	Planning Commission
FOUNTAIN	5	Per Meeting	\$25.00									03/15/2017	Board of Adjustments, Hearing Officer
RIDGWAY	0	Monthly	\$200.00									01/28/2020	eligible for Wellness Program reimbursement
Job #2780 - BOARD MEMBER - ELECTED													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
KERSEY	6	Per Meeting	\$100.00									02/11/2020	
BLUE RIVER	6	Annual	\$1,800.00									04/02/2016	
WELLINGTON	6	Annual	\$0.00									03/01/2019	
SOUTH FORK	5	Annual	\$0.00									02/14/2018	
MORRISON	0	Annual	\$0.00										
MONUMENT	0	Annual	\$0.00									02/28/2019	
SEVERANCE	0	Annual	\$0.00										
Job #2704 - CITY/COUNCIL PRESIDENT													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
DENVER	1	Annual	\$102,928.00		✓	✓	✓	✓	✓		✓	02/21/2018	
PUEBLO	1	Monthly	\$900.00									02/12/2019	
FORT MORGAN	1	Monthly	\$100.00			✓	✓	✓	✓			03/07/2017	
Job #2705 - CITY/COUNTY COUNCIL / TRUSTEE / ALDERMAN													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
BRECKENRIDGE	6	Monthly	\$1,200.00				✓	✓				01/09/2020	Monthly salary is used to offset monthly medical benefit premium. A free Recreation Wellness Pass is provided each new plan year, including reduced Annual Pass rates for dependents.
CRESTED BUTTE	0	Annual	\$7,800.00									02/28/2020	





DELTA	3	Monthly	\$100.00					✓				02/01/2019	Has access to City's recreation center and golf course with limitations as listed for full time employees.
EVANS	5	Monthly	\$300.00									02/16/2019	Receives recreation center membership
FORT MORGAN	5	Monthly	\$100.00			✓	✓	✓	✓			03/07/2017	
GEORGETOWN	0	Annual	\$0.00									03/12/2019	
HAYDEN	5	Monthly	\$1,200.00									02/13/2020	
HOTCHKISS	5	Monthly	\$50.00									03/17/2017	MUST ATTEND AT LEAST ONE MEETING PER MONTH
MEEKER	5	Annual	\$3,600.00									02/14/2017	
MONTE VISTA	3	Annual	\$2,848.86									01/28/2015	
NEW CASTLE	6	Monthly	\$370.00				✓	✓	✓			03/15/2017	May participate in the employee-offered health, dental, vision, and life insurance plans but must pay 100% of premium.
PAGOSA SPRINGS	6	Annual	\$2,400.00									03/03/2017	
PARACHUTE	5	Monthly	\$120.00									03/21/2017	
PARKER	6	Annual	\$13,385.38				✓	✓				03/01/2019	
PLATTEVILLE	5	Annual	\$960.00									01/31/2019	
ROCKY FORD	6	Annual	\$40.00									01/29/2010	
SILVERTHORNE	6	Annual	\$3,600.00							✓		03/20/2017	Council pays 7.5% to 457; Town pay 7.5%.
TRINIDAD	5	Annual	\$6,600.00									03/27/2013	
CARBONDALE	5	Monthly	\$900.00									02/28/2017	
MONTROSE	3	Annual	\$10,800.00				✓	✓	✓			02/24/2020	No city premium subsidy if official elects to participate in insurance plans.
CEDAREDGE	6	Annual	\$1,800.00									02/27/2017	
FRUITA	5	Monthly	\$300.00									03/07/2017	
BLACK HAWK	6	Monthly	\$933.37			✓	✓	✓	✓	✓	✓	03/06/2017	Aldermen receive an additional monthly Medical Stipend of \$1,672.42 and monthly retirement of \$312.70. Elected officials are eligible to purchase group insurance coverage on pre-tax basis.
BLANCA	6	Annual	\$0.00									02/19/2019	
CRIPPLE CREEK	3	Monthly	\$666.90									02/14/2020	EAP paid for by the City. 2 at \$653.40 monthly, 1 at \$693.88
DILLON	6	Annual	\$4,800.00								✓	03/23/2018	
EATON	6	Annual	\$300.00									02/26/2008	
ESTES PARK	5	Annual	\$5,500.00			✓	✓	✓		✓	✓	03/06/2017	
FIRESTONE	5	Monthly	\$250.00			✓						03/14/2017	
FRISCO	0	Annual	\$7,200.00									02/10/2020	
GREEN MOUNTAIN FALLS	3	Annual	\$0.00									02/27/2019	
GUNNISON	3	Monthly	\$625.00									02/07/2020	
LAMAR	6	Annual	\$2,400.00									01/29/2018	
LARKSPUR	5	Per Meeting	\$500.00									02/10/2016	
LAVETA	0	Annual	\$0.00									04/05/2016	
LEADVILLE	0	Annual	\$2,400.00									04/04/2016	
LONE TREE	3	Annual	\$10,520.00							✓	✓	02/25/2020	
MANCOS	5	Annual	\$2,400.00									04/04/2016	AD&D Insurance only on the job
PALISADE	5	Annual	\$2,400.00									02/14/2007	
SAGUACHE	5	Annual	\$0.00									03/17/2017	
WESTCLIFFE	6	Annual	\$0.00		✓							04/10/2007	
YUMA	5	Monthly	\$20.00									03/05/2020	
BRUSH	6	Monthly	\$300.00									03/06/2017	Our council members are called councillors. 3 Councillors receive \$300/mo. 3 still receive \$200/mo.
DACONO	6	Monthly	\$50.00									03/24/2017	Voters declined compensation increase two years running.
GRANBY	5	Annual	\$6,000.00									02/27/2020	
MANITOU SPRINGS	6	Monthly	\$200.00									02/22/2017	unpaid elected position - covered by workmen's compensation Stipend of \$200/month for expenses
WHEAT RIDGE	8	Annual	\$7,200.00				✓	✓	✓			03/14/2017	Life Insurance - \$5000. If the official elects to participate in health and dental insurance the city will pay the "employee only" portion of the premium.
WINDSOR	6	Annual	\$8,000.00									02/24/2020	
BASALT	6	Annual	\$12,500.00		✓		✓	✓	✓			02/25/2020	
OURAY	3	Monthly	\$200.00									02/23/2010	
FOUNTAIN	5	Annual	\$3,600.00									03/15/2017	
CORTEZ	0	Monthly	\$400.00									02/26/2019	
RIDGWAY	5	Monthly	\$250.00									01/28/2020	eligible for Wellness Program reimbursement
ASPEN	4	Hourly	\$21.25				✓	✓				03/07/2017	Single coverage only for health/dental insurance. Stipend offered if health/dental covg. is waived.
WALSENBURG	6	Per Meeting	\$150.00									02/11/2020	
HAXTUN	6	Annual	\$1,080.00									03/17/2017	
FREDERICK	5	Monthly	\$150.00									03/04/2019	
BERTHOUD	6	Per Meeting	\$150.00									02/13/2019	\$450 monthly limit
SILT	6	Monthly	\$400.00									02/03/2020	One trustee is Mayor Pro-Tem who is paid at Mayor's rate when chairing a meeting
KREMMLING	0	Per Meeting	\$50.00									02/21/2017	
MINTURN	5	Annual	\$2,400.00									10/13/2011	
IDAHO SPRINGS	0	Monthly	\$4,800.00									03/17/2017	
TIMNATH	3	Annual	\$0.00									02/24/2009	
LA JUNTA	6	Annual	\$0.00									03/12/2019	
SNOWMASS VILLAGE	4	Monthly	\$1,000.00		✓							03/05/2013	

MEAD	6	Per Meeting	\$150.00									02/26/2019	
MT. CRESTED BUTTE	6	Per Meeting	\$150.00									02/24/2020	newly elected at new fee - 2 former at old rate of \$75 per meeting
BURLINGTON	5	Annual	\$0.00									03/16/2017	
PONCHA SPRINGS	0	Annual	\$2,400.00									03/14/2017	
SALIDA	6	Monthly	\$450.00									03/02/2020	
LYONS	6	Monthly	\$200.00									03/15/2019	6 Trustees paid 200 per month
PAONIA	0	Monthly	\$100.00									02/27/2019	
MONUMENT	0	Annual	\$0.00									02/28/2019	
SPRINGFIELD	5	Annual	\$0.00									02/28/2019	
GILCREST	5	Per Meeting	\$25.00									02/05/2019	Two or Four Year Term

**Job #2735 - CLERK**

[illegible]

**Job #2765 - CORONER**

[illegible]

**Job #2715 - COUNTY COMMISSIONER**

[illegible]

**Job #2710 - JUSTICE / MUNICIPAL JUDGE**

[illegible]

**Job #2700 - MAYOR**

[illegible]

BRIGHTON	1	Annual	\$16,800.00			✓	✓	✓	✓		✓	07/03/2014	May opt for insurance benefits, city pays 100% of the single premium and 80% of two party, spouse and family premium. Official contributes 7.5% into the 457 account and the city matches with 7.5% which is a Social Security replacement.
FORT COLLINS	1	Annual	\$15,168.00									02/20/2019	
GREELEY	1	Annual	\$14,393.00				✓	✓				03/28/2016	The Mayor also receives a \$50 internet and \$40 phone allowance per month.
CASTLE ROCK	1	Annual	\$11,400.00									07/02/2014	Elected officials do not participate in employee benefits
PUEBLO	1	Monthly	\$12,500.00		✓	✓	✓	✓	✓	✓	✓	02/12/2019	
GRAND JUNCTION	1	Monthly	\$750.00								✓	02/28/2020	
AURORA	1	Annual	\$82,400.00		✓	✓	✓	✓	✓	✓	✓	11/07/2019	
ALAMOSA	1	Annual	\$7,200.00			✓						02/27/2017	PERA
ARVADA	1	Monthly	\$1,500.00				✓	✓			✓	02/04/2019	
BROOMFIELD	1	Annual	\$13,200.00								✓	02/25/2020	Employee and employer pay share of FICA. Employee can contribute to 457. Can enroll in health plan paying 100% of cost.
BUENA VISTA	0	Monthly	\$350.00									02/28/2020	
CANON CITY	1	Monthly	\$9,000.00						✓			03/15/2019	
CHERRY HILLS VILLAGE	1	Annual	\$0.00									03/07/2017	
COMMERCE CITY	1	Annual	\$13,326.00				✓	✓	✓			02/23/2017	Eligible to participate in medical, dental and vision. City pays Employee share of medical and Mayor pays 100% of dependent medical coverage and all dental and vision premiums.
ENGLEWOOD	1	Annual	\$10,800.00				✓	✓	✓		✓	03/02/2017	May participate in health, dental, life but pays 100% of premium.
FEDERAL HEIGHTS	1	Monthly	\$1,000.00			✓					✓	03/15/2016	
FLORENCE	1	Monthly	\$125.00									03/17/2016	
FORT LUPTON	1	Monthly	\$750.00				✓	✓				03/05/2020	Plus \$75.00 per meeting/workshop or other meetings established for the Council to attend.
GLENDALE	1	Monthly	\$1,250.00				✓	✓				02/06/2015	
GLENWOOD SPRINGS	1	Annual	\$14,400.00				✓					07/23/2019	Paid in full by Mayor
GRAND LAKE	1	Per Meeting	\$0.00									03/15/2018	
GREENWOOD VILLAGE	1	Monthly	\$3,000.00				✓	✓	✓			03/12/2013	Mayor may participate in City's health, dental, life and disability insurance plans at the same rate as city employees.
GYPSUM	1	Monthly	\$500.00									03/07/2017	
IGNACIO	1	Monthly	\$150.00									03/07/2017	
KIOWA	1	Annual	\$0.00									03/07/2017	
LAFAYETTE	1	Annual	\$11,778.52								✓	02/20/2019	Wellness Program, City matches up to 4%in 457
LAKE CITY	1	Annual	\$1,800.00			✓						04/01/2016	
LAKEWOOD	1	Annual	\$38,800.00				✓	✓			✓	01/02/2020	457 - Employee only. Employer doesn't contribute.
LONGMONT	1	Monthly	\$1,500.00				✓	✓				02/27/2020	If Medical or Dental are elected, they must pay the full cost.
LOUISVILLE	1	Monthly	\$500.00				✓	✓				02/26/2019	100% Paid by the Mayor if the benefit is chosen by the Mayor. Also receives a free Recreation Center Pass.
LOVELAND	1	Monthly	\$1,000.00								✓	02/21/2017	
MOUNTAIN VILLAGE	1	Annual	\$11,808.00									01/15/2019	eligible for a season ski pass
NORTHGLENN	1	Annual	\$14,144.00				✓	✓	✓		✓	01/10/2020	\$20,000 life insurance. If elect medical/dental, pay full premium, benefit of group rate.
RANGELY	1	Monthly	\$150.00									02/21/2017	
STERLING	1	Annual	\$7,200.00				✓	✓	✓			01/10/2019	Health, dental, and life insurance are available for Mayor to purchase.
SUPERIOR	1	Monthly	\$750.00									02/05/2020	
THORNTON	1	Annual	\$24,000.00				✓	✓	✓		✓	02/24/2020	
WESTMINSTER	1	Annual	\$17,736.00				✓	✓			✓	02/13/2020	Health/Dental may be elected, they pay 100% of our blended rate.
WOODLAND PARK	1	Annual	\$0.00									03/20/2017	
AVON	1	Monthly	\$1,000.00			✓	✓	✓			✓	03/06/2017	457 is mandatory in lieu of social security, Health insurance optional. Full family recreation center pass
BENNETT	1	Monthly	\$100.00									02/09/2019	
CENTRAL CITY	1	Monthly	\$700.86									03/14/2017	Mayor does receive 2% cost of living each year.
CRESTONE	1	Annual	\$1,296.00									02/05/2020	
DELTA	1	Monthly	\$150.00					✓				02/01/2019	Has access to City's recreation center and golf course with limitations as listed for full time employees.
ERIE	1	Monthly	\$500.00				✓	✓				03/06/2020	The Mayor is eligible for additional compensation for meetings attended @ \$25 up to \$250 per month
EVANS	1	Monthly	\$425.00									03/07/2017	Receives recreation center membership
FORT MORGAN	1	Monthly	\$200.00			✓	✓	✓	✓			03/07/2017	
GEORGETOWN	0	Annual	\$0.00									03/12/2019	
HAYDEN	1	Monthly	\$1,800.00									02/13/2020	
HOTCHKISS	1	Monthly	\$200.00									03/17/2017	
KERSEY	1	Per Meeting	\$150.00									02/11/2020	
LASALLE	1	Monthly	\$100.00									04/01/2016	
MEEKER	1	Annual	\$6,000.00									02/14/2017	
MONTE VISTA	1	Annual	\$3,797.46									01/28/2015	
NEW CASTLE	1	Monthly	\$470.00				✓	✓	✓			03/15/2017	May participate in the employee-offered health, dental, vision, and life insurance plans

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PAONIA	0	Monthly	\$200.00										02/27/2019	
MONUMENT	0	Annual	\$0.00										02/28/2019	
SPRINGFIELD	1	Annual	\$0.00										02/28/2019	
GILCREST	1	Per Meeting	\$37.50										02/05/2019	
SEVERANCE	0	Monthly	\$300.00										01/17/2020	
<b>Job #2701 - MAYOR PRO TEM</b>														
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments	
STEAMBOAT SPRINGS	1	Annual	\$11,795.00			✓	✓	✓	✓			03/22/2017	STD & LTD	
GOLDEN	1	Annual	\$17,364.00								✓	02/13/2020		
BRIGHTON	1	Annual	\$14,400.00			✓	✓	✓	✓		✓	07/03/2014	May opt for insurance benefits, city pays 100% of the single premium and 80% of two party, spouse and family premium. Official contributes 7.5% into the 457 account and the city matches with 7.5% which is a Social Security replacement.	
CASTLE ROCK	1	Annual	\$9,600.00									07/02/2014	Elected officials do not participate in employee benefits	
AURORA	1	Annual	\$21,166.00			✓	✓	✓	✓	✓	✓	11/07/2019		
ALAMOSA	1	Annual	\$4,800.00			✓						02/27/2017	PERA	
ARVADA	1	Monthly	\$1,250.00				✓	✓			✓	02/04/2019		
BROOMFIELD	1	Annual	\$10,800.00								✓	02/25/2020	Employee and employer pay share of FICA. Employee may contribute to 457. Can enroll in health plan paying 100% of cost.	
BUENA VISTA	0	Monthly	\$250.00									02/28/2020		
CANON CITY	1	Annual	\$6,000.00						✓			03/15/2019		
CHERRY HILLS VILLAGE	1	Annual	\$0.00									03/07/2017		
ENGLEWOOD	1	Annual	\$7,800.00				✓	✓	✓		✓	03/02/2017	May participate in health, dental, life but pays 100% of premium.	
FEDERAL HEIGHTS	1	Monthly	\$850.00			✓				✓	✓	03/15/2016		
FLORENCE	1	Monthly	\$100.00									03/17/2016		
GLENDALE	1	Monthly	\$1,000.00				✓	✓				02/06/2015		
GRAND LAKE	1	Per Meeting	\$0.00									02/12/2016		
IGNACIO	1	Monthly	\$75.00									03/07/2017		
KIOWA	1	Annual	\$0.00									03/07/2017		
LAFAYETTE	1	Annual	\$9,101.56								✓	02/20/2019	Wellness Program, City matches up to 4%in 457	
LOUISVILLE	1	Monthly	\$972.00				✓	✓				02/26/2019	100% Paid by the council member if the benefit is chosen by the Elected Official. Also receives a free Recreation Center pass.	
LOVELAND	1	Monthly	\$800.00								✓	02/21/2017		
MOUNTAIN VILLAGE	1	Annual	\$4,800.00									03/08/2017	eligible for a season ski pass	
NORTHGLENN	1	Annual	\$11,627.00				✓	✓	✓		✓	01/10/2020	\$20,000 life insurance. If elect medical/dental, pay full premium, benefit of group rate.	
RANGELY	1	Monthly	\$100.00									02/21/2017		
STERLING	1	Annual	\$6,000.00				✓	✓	✓			01/10/2019	Health, Dental, and Life insurance are available for purchase.	
SUPERIOR	1	Monthly	\$500.00									02/05/2020		
THORNTON	1	Annual	\$21,000.00				✓	✓	✓		✓	02/24/2020		
WESTMINSTER	1	Annual	\$15,204.00				✓	✓			✓	02/13/2020	Health/Dental may be elected, they pay 100% of our blended rate.	
WOODLAND PARK	1	Annual	\$0.00									03/20/2017		
AVON	1	Monthly	\$750.00			✓	✓	✓			✓	03/06/2017	457 is mandatory in lieu of social security, Health insurance optional. Full family recreation center pass.	
BENNETT	1	Monthly	\$50.00									02/09/2019		
CRESTONE	1	Annual	\$648.00									02/05/2020		
DELTA	1	Monthly	\$100.00					✓				02/01/2019		
ERIE	1	Monthly	\$300.00				✓	✓				03/06/2020	Mayor Pro Tem is eligible for monthly meetings @ \$25 per meeting up to \$100	
EVANS	1	Monthly	\$300.00									03/07/2017	Receives recreation center membership	
GEORGETOWN	0	Annual	\$0.00									03/12/2019		
HAYDEN	1	Monthly	\$1,500.00									02/13/2020		
HOTCHKISS	1	Monthly	\$50.00									03/17/2017	MUST ATTEND AT LEAST ONE MEETING PER MONTH Mayor Pro Tem apponited by Board of Trustees	
KERSEY	1	Per Meeting	\$100.00									02/11/2020		
LASALLE	1	Monthly	\$50.00									04/01/2016		
MEEKER	1	Annual	\$3,600.00									02/14/2017		
MONTE VISTA	1	Annual	\$2,848.86									01/28/2015		
PAGOSA SPRINGS	0	Annual	\$0.00									03/31/2016		
PARACHUTE	1	Monthly	\$120.00									03/21/2017		
PARKER	0	Annual	\$0.00									03/01/2019		
PLATTEVILLE	1	Annual	\$960.00									01/31/2019		
TRINIDAD	1	Annual	\$6,600.00									03/27/2013		
CARBONDALE	1	Monthly	\$900.00									02/28/2017		
MONTROSE	1	Annual	\$10,800.00				✓	✓	✓			02/24/2020	No city premium subsidy if official elects to participate in insurance plans.	
FRUITA	1	Monthly	\$350.00									03/07/2017		
CRIPPLE CREEK	1	Monthly	\$693.88	✓								02/14/2020	EAP paid for by the City. Acts as Mayor Pro Tem and Council person.	
ESTES PARK	1	Annual	\$6,500.00			✓	✓	✓		✓	✓	03/06/2017		
FIRESTONE	1	Monthly	\$250.00			✓						03/14/2017		
FRISCO	0	Annual	\$7,200.00									02/10/2020		
GREEN MOUNTAIN FALLS	1	Annual	\$0.00									02/27/2019		

GUNNISON	1	Monthly	\$625.00								02/07/2020	
LARKSPUR	1	Per Meeting	\$500.00								02/10/2016	
LAVETA	0	Annual	\$0.00								04/05/2016	
LONE TREE	1	Annual	\$10,520.00						✓	✓	02/25/2020	
MANCOS	1	Annual	\$2,400.00						✓		04/04/2016	AD&D Insurance only on the job.
PALISADE	1	Annual	\$2,400.00								02/14/2007	
SAGUACHE	1	Annual	\$0.00								03/17/2017	
YUMA	1	Monthly	\$20.00								03/05/2020	
GRANBY	1	Annual	\$6,000.00								02/27/2020	selected by the Board from the trustees elected. This person was elected as a Trustee/ Everu 2 years the Board appoints from among the Trustees.
OURAY	1	Monthly	\$200.00								02/23/2010	
FOUNTAIN	1	Annual	\$3,900.00								03/15/2017	
CORTEZ	0	Monthly	\$400.00								02/26/2019	
RIDGWAY	1	Monthly	\$250.00								01/28/2020	eligible for Wellness Program reimbursement
WALSENBURG	1	Per Meeting	\$175.00								02/11/2020	
FREDERICK	1	Monthly	\$150.00								03/04/2019	
KREMMLING	0	Per Meeting	\$50.00								02/21/2017	
MINTURN	1	Annual	\$2,400.00								10/13/2011	
TIMNATH	1	Annual	\$0.00								02/24/2009	
MEAD	1	Per Meeting	\$150.00								02/26/2019	
BURLINGTON	1	Annual	\$0.00								03/16/2017	
SOUTH FORK	1	Annual	\$0.00								02/14/2018	
MORRISON	0	Annual	\$0.00									
PONCHA SPRINGS	0	Annual	\$3,000.00								03/14/2017	
SALIDA	1	Monthly	\$0.00	✓							03/02/2020	One council person is designated Mayor Pro Tem but no additional pay is associated with the position.
PAONIA	0	Monthly	\$100.00								02/27/2019	
MONUMENT	0	Annual	\$0.00								02/28/2019	
SPRINGFIELD	1	Annual	\$0.00								02/28/2019	
GILCREST	1	Per Meeting	\$25.00								02/05/2019	Two or Four Year Term

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**Compensation Survey System**  
**Entity Profile Links Report**  
4/13/2020

ALAMOSA, CO		
	<b>Website</b>	<a href="http://www.cityofalamosa.org">www.cityofalamosa.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	<a href="https://cityofalamosa.org/departments/finance/">https://cityofalamosa.org/departments/finance/</a>
	<b>Collective Bargaining</b>	

ARVADA, CO		
	<b>Website</b>	<a href="http://arvada.org">arvada.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	<a href="http://www.arvada.org">www.arvada.org</a>
	<b>Collective Bargaining</b>	

ASPEN, CO		
	<b>Website</b>	<a href="http://www.aspenpitkin.com">www.aspenpitkin.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

AURORA, CO		
	<b>Website</b>	<a href="http://www.auroragov.org">www.auroragov.org</a>
	<b>Job Descriptions</b>	<a href="http://agency.governmentjobs.com/aurora/default.cfm?action=agencyspecs">http://agency.governmentjobs.com/aurora/default.cfm?action=agencyspecs</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

AVON, CO		
	<b>Website</b>	<a href="http://www.avon.org">www.avon.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BASALT, CO		
	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	

	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BENNETT, CO		
	<b>Website</b>	<a href="http://www.townofbennett.org">www.townofbennett.org</a>
	<b>Job Descriptions</b>	<a href="https://www.colorado.gov/pacific/sites/default/files/2020%20Budget%20Final%20.pdf">https://www.colorado.gov/pacific/sites/default/files/2020%20Budget%20Final%20.pdf</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BERTHOUD, CO		
	<b>Website</b>	
	<b>Job Descriptions</b>	<a href="http://www.Berthoud.org">www.Berthoud.org</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BLACK HAWK, CO		
	<b>Website</b>	<a href="http://www.cityofblackhawk.org">www.cityofblackhawk.org</a>
	<b>Job Descriptions</b>	<a href="http://www.cityofblackhawk.org/city-departments/administrative-services/employee-services/job-descriptions/">http://www.cityofblackhawk.org/city-departments/administrative-services/employee-services/job-descriptions/</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BLANCA, CO		
	<b>Website</b>	<a href="http://users.gojade.org/blancaco">http://users.gojade.org/blancaco</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BLUE RIVER, CO		
	<b>Website</b>	<a href="https://www.colorado.gov/townofblueriver">https://www.colorado.gov/townofblueriver</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BRECKENRIDGE, CO		
	<b>Website</b>	<a href="http://www.townofbreckenridge.com">www.townofbreckenridge.com</a>
	<b>Job Descriptions</b>	<a href="https://www.governmentjobs.com/careers/breckenridgeco">https://www.governmentjobs.com/careers/breckenridgeco</a>
	<b>Policies</b>	



	<b>Pay Plans</b>	<a href="https://www.townofbreckenridge.com/home/showdocument?id=16190">https://www.townofbreckenridge.com/home/showdocument?id=16190</a>
	<b>Collective Bargaining</b>	

BRIGHTON, CO		
	<b>Website</b>	<a href="http://www.brightonco.gov">www.brightonco.gov</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BROOMFIELD, CO		
	<b>Website</b>	<a href="http://www.broomfield.org">www.broomfield.org</a>
	<b>Job Descriptions</b>	<a href="https://www.broomfield.org/2405/Job-Descriptions">https://www.broomfield.org/2405/Job-Descriptions</a>
	<b>Policies</b>	<a href="https://www.broomfield.org/446/Policies">https://www.broomfield.org/446/Policies</a>
	<b>Pay Plans</b>	<a href="https://www.broomfield.org/2405/Job-Descriptions">https://www.broomfield.org/2405/Job-Descriptions</a>
	<b>Collective Bargaining</b>	Not Applicable

BRUSH, CO		
	<b>Website</b>	<a href="http://www.brushcolo.com">www.brushcolo.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BUENA VISTA, CO		
	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

BURLINGTON, CO		
	<b>Website</b>	<a href="http://burlingtoncolo.com">burlingtoncolo.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CANON CITY, CO		
	<b>Website</b>	<a href="http://canoncity.org">canoncity.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	

	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CARBONDALE, CO		
	<b>Website</b>	www.carbondalegov.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CASTLE ROCK, CO		
	<b>Website</b>	www.CRgov.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CEDAREDGE, CO		
	<b>Website</b>	www.cedaredgecolorado.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CENTRAL CITY, CO		
	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CHERRY HILLS VILLAGE, CO		
	<b>Website</b>	www.cherryhillsvillage.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

COLORADO SPRINGS, CO		
	<b>Website</b>	www.springsgov.com
	<b>Job Descriptions</b>	<a href="https://coloradosprings.gov/human-resources/page/job-classifications-descriptions">https://coloradosprings.gov/human-resources/page/job-classifications-descriptions</a>
	<b>Policies</b>	<a href="https://coloradosprings.gov/human-resources/page/policies-and-procedures">https://coloradosprings.gov/human-resources/page/policies-and-procedures</a>

	<b>Pay Plans</b>	<a href="https://coloradosprings.gov/human-resources/page/salary-schedule-compensation">https://coloradosprings.gov/human-resources/page/salary-schedule-compensation</a>
	<b>Collective Bargaining</b>	

COMMERCE CITY, CO		
	<b>Website</b>	<a href="http://www.c3gov.com">www.c3gov.com</a>
	<b>Job Descriptions</b>	<a href="http://c3gov.com/index.aspx?NID=1074">http://c3gov.com/index.aspx?NID=1074</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CORTEZ, CO		
	<b>Website</b>	<a href="http://cityofcortez.com">cityofcortez.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CRESTED BUTTE, CO		
	<b>Website</b>	<a href="http://www.townofcrestedbutte.com">www.townofcrestedbutte.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CRESTONE, CO		
	<b>Website</b>	<a href="https://www.colorado.gov/pacific/townofcrestone">https://www.colorado.gov/pacific/townofcrestone</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

CRIPPLE CREEK, CO		
	<b>Website</b>	<a href="http://www.cityofcripplecreek.com">www.cityofcripplecreek.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	<a href="http://cityofcripplecreek.com/wp-content/uploads/2016/07/pppm05182011-1116.pdf">http://cityofcripplecreek.com/wp-content/uploads/2016/07/pppm05182011-1116.pdf</a>
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

DACONO, CO		
	<b>Website</b>	<a href="http://www.cityofdacono.com">www.cityofdacono.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	

	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

DELTA, CO		
	<b>Website</b>	www.cityofdelta.net
	<b>Job Descriptions</b>	www.cityofdelta.net
	<b>Policies</b>	www.cityofdelta.net
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

DELTA COUNTY, CO		
	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

DENVER, CO		
	<b>Website</b>	www.denvergov.org
	<b>Job Descriptions</b>	<a href="https://www.denvergov.org/content/denvergov/en/denver-human-resources/job-classification-.html">https://www.denvergov.org/content/denvergov/en/denver-human-resources/job-classification-.html</a>
	<b>Policies</b>	<a href="https://www.denvergov.org/content/denvergov/en/office-of-human-resources/employee-resources/rules-and-policies.html">https://www.denvergov.org/content/denvergov/en/office-of-human-resources/employee-resources/rules-and-policies.html</a>
	<b>Pay Plans</b>	<a href="https://www.denvergov.org/content/dam/denvergov/Portals/671/documents/Pay/PayRanges&amp;JobTitles.pdf">https://www.denvergov.org/content/dam/denvergov/Portals/671/documents/Pay/PayRanges&amp;JobTitles.pdf</a>
	<b>Collective Bargaining</b>	<a href="https://www.denvergov.org/content/denvergov/en/departments-of-safety/jobs-opportunities.html">https://www.denvergov.org/content/denvergov/en/departments-of-safety/jobs-opportunities.html</a>

DILLON, CO		
	<b>Website</b>	www.townofdillon.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

DURANGO, CO		
	<b>Website</b>	www.durangogov.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

EATON, CO		
	<b>Website</b>	www.colorado.gov/townofeaton
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### ENGLEWOOD, CO

	<b>Website</b>	<a href="http://www.englewoodgov.org">www.englewoodgov.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### ERIE, CO

	<b>Website</b>	<a href="http://www.erieco.gov">www.erieco.gov</a>
	<b>Job Descriptions</b>	<a href="https://www.erieco.gov">https://www.erieco.gov</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### ESTES PARK, CO

	<b>Website</b>	<a href="http://www.estes.org">www.estes.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### EVANS, CO

	<b>Website</b>	<a href="http://www.evanscolorado.gov">www.evanscolorado.gov</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FEDERAL HEIGHTS, CO

	<b>Website</b>	<a href="http://www.fedheights.org">www.fedheights.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FIRESTONE, CO

	<b>Website</b>	<a href="http://www.firestoneco.gov">www.firestoneco.gov</a>
	<b>Job Descriptions</b>	<a href="http://www.firestoneco.gov">www.firestoneco.gov</a>

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FLORENCE, CO

	<b>Website</b>	<a href="http://florenceco.govoffice2.com">florenceco.govoffice2.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FORT COLLINS, CO

	<b>Website</b>	<a href="http://www.fcgov.com">www.fcgov.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FORT LUPTON, CO

	<b>Website</b>	<a href="http://www.fortluptonco.gov">www.fortluptonco.gov</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FORT MORGAN, CO

	<b>Website</b>	<a href="http://www.cityoffortmorgan.com">www.cityoffortmorgan.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FOUNTAIN, CO

	<b>Website</b>	<a href="http://www.fountaincolorado.org">www.fountaincolorado.org</a>
	<b>Job Descriptions</b>	<a href="http://www.fountaincolorado.org">www.fountaincolorado.org</a>
	<b>Policies</b>	<a href="http://www.fountaincolorado.org">www.fountaincolorado.org</a>
	<b>Pay Plans</b>	<a href="http://www.fountaincolorado.org">www.fountaincolorado.org</a>
	<b>Collective Bargaining</b>	

#### FREDERICK, CO

	<b>Website</b>	<a href="http://www.frederickco.gov">www.frederickco.gov</a>
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FRISCO, CO

	<b>Website</b>	<a href="http://www.townoffrisco.com">www.townoffrisco.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### FRUITA, CO

	<b>Website</b>	<a href="http://www.fruita.org">www.fruita.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GEORGETOWN, CO

	<b>Website</b>	<a href="http://www.town.georgetown.co.us">www.town.georgetown.co.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GILCREST, CO

	<b>Website</b>	<a href="http://townofgilcrest.org">townofgilcrest.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GLENDALE, CO

	<b>Website</b>	<a href="http://www.glendale.co.us">www.glendale.co.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GLENWOOD SPRINGS, CO

	<b>Website</b>	<a href="http://www.cogs.us">www.cogs.us</a>
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GOLDEN, CO

	<b>Website</b>	<a href="http://www.cityofgolden.net">www.cityofgolden.net</a>
	<b>Job Descriptions</b>	<a href="https://www.governmentjobs.com/careers/goldenco/classspecs">https://www.governmentjobs.com/careers/goldenco/classspecs</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GRANBY, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GRAND JUNCTION, CO

	<b>Website</b>	<a href="http://www.gjcity.org">www.gjcity.org</a>
	<b>Job Descriptions</b>	<a href="http://www.gjcity.org/Jobs/Jobs.aspx">http://www.gjcity.org/Jobs/Jobs.aspx</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GRAND LAKE, CO

	<b>Website</b>	<a href="http://www.townofgrandlake.com">www.townofgrandlake.com</a>
	<b>Job Descriptions</b>	<a href="http://www.townofgrandlake.com/staff.htm">http://www.townofgrandlake.com/staff.htm</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GREELEY, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GREEN MOUNTAIN FALLS, CO

	<b>Website</b>	<a href="http://www.gmfco.us">www.gmfco.us</a>
	<b>Job Descriptions</b>	



	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GREENWOOD VILLAGE, CO

	<b>Website</b>	greenwoodvillage.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GUNNISON, CO

	<b>Website</b>	www.GunnisonCo.gov
	<b>Job Descriptions</b>	
	<b>Policies</b>	http://www.gunnisonco.gov/departments/human_resources/index.php
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GUNNISON COUNTY, CO

	<b>Website</b>	www.gunnisoncounty.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### GYP SUM, CO

	<b>Website</b>	www.townofgypsum.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### HAXTUN, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### HAYDEN, CO

	<b>Website</b>	www.haydencolorado.org
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### HOTCHKISS, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### IDAHO SPRINGS, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### IGNACIO, CO

	<b>Website</b>	<a href="http://www.townofignacio.com">www.townofignacio.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### KERSEY, CO

	<b>Website</b>	<a href="http://kerseygov.com">kerseygov.com</a>
	<b>Job Descriptions</b>	<a href="http://kerseygov.com/Jobs.aspx">http://kerseygov.com/Jobs.aspx</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### KIOWA, CO

	<b>Website</b>	<a href="http://www.townofkiowa.com">www.townofkiowa.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### KREMMLING, CO

	<b>Website</b>	<a href="http://www.townofkremmling.org">www.townofkremmling.org</a>
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LA JUNTA, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LAFAYETTE, CO

	<b>Website</b>	<a href="http://www.cityoflafayette.com">www.cityoflafayette.com</a>
	<b>Job Descriptions</b>	<a href="http://www.cityoflafayette.com/jobs">www.cityoflafayette.com/jobs</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	<a href="https://www.cityoflafayette.com/DocumentCenter/View/14755">https://www.cityoflafayette.com/DocumentCenter/View/14755</a>
	<b>Collective Bargaining</b>	

#### LAKE CITY, CO

	<b>Website</b>	<a href="http://www.townoflakecity.us">www.townoflakecity.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LAKEWOOD, CO

	<b>Website</b>	<a href="http://www.lakewood.org">www.lakewood.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LAMAR, CO

	<b>Website</b>	<a href="http://www.ci.lamar.co.us">www.ci.lamar.co.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LARKSPUR, CO

	<b>Website</b>	<a href="http://www.townoflarkspur.org">www.townoflarkspur.org</a>
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LASALLE, CO

	<b>Website</b>	<a href="http://www.lasalletown.com">www.lasalletown.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LAVETA, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LEADVILLE, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LONE TREE, CO

	<b>Website</b>	<a href="http://www.cityoflonetree.com">www.cityoflonetree.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### LONGMONT, CO

	<b>Website</b>	<a href="http://www.ci.longmont.co.us">www.ci.longmont.co.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	<a href="http://www.longmontcolorado.gov/home/showdocument?id=16616">http://www.longmontcolorado.gov/home/showdocument?id=16616</a>
	<b>Collective Bargaining</b>	

#### LOUISVILLE, CO

	<b>Website</b>	<a href="http://www.Louisvilleco.gov">www.Louisvilleco.gov</a>
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	N

LOVELAND, CO		
	<b>Website</b>	www.cityofloveland.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

LYONS, CO		
	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

MANCOS, CO		
	<b>Website</b>	www.mancoscolorado.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

MANITOU SPRINGS, CO		
	<b>Website</b>	www.manitousprings-co.gov
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

MEAD, CO		
	<b>Website</b>	townofmead.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

MEEKER, CO		
	<b>Website</b>	townofmeeker.org
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### MINTURN, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### MONTE VISTA, CO

	<b>Website</b>	www.ci.monte-vista.co.us
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### MONTROSE, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### MONUMENT, CO

	<b>Website</b>	townofmonument.org
	<b>Job Descriptions</b>	Y
	<b>Policies</b>	Y
	<b>Pay Plans</b>	Y
	<b>Collective Bargaining</b>	

#### MORRISON, CO

	<b>Website</b>	www.town.morrison.co.us
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### MOUNTAIN VILLAGE, CO

	<b>Website</b>	www.townofmountainvillage.com
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

MT. CRESTED BUTTE, CO

	<b>Website</b>	www.mtcrestedbuttecolorado.us
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

NEW CASTLE, CO

	<b>Website</b>	www.newcastlecolorado.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

NORTHGLENN, CO

	<b>Website</b>	www.northglenn.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

OURAY, CO

	<b>Website</b>	www.cityofouray.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PAGOSA SPRINGS, CO

	<b>Website</b>	www.townofpagosasprings.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PALISADE, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PAONIA, CO

	<b>Website</b>	<a href="http://www.townofpaonia.com">www.townofpaonia.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PARACHUTE, CO

	<b>Website</b>	<a href="http://parachutecolorado.com">parachutecolorado.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PARKER, CO

	<b>Website</b>	<a href="http://www.parkeronline.org">www.parkeronline.org</a>
	<b>Job Descriptions</b>	<a href="http://parkeronline.org/201/Employment-Opportunities">http://parkeronline.org/201/Employment-Opportunities</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PLATTEVILLE, CO

	<b>Website</b>	<a href="http://plattevillegov.org">http://plattevillegov.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PONCHA SPRINGS, CO

	<b>Website</b>	<a href="http://ponchaspringscolorado.us">ponchaspringscolorado.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

PUEBLO, CO

	<b>Website</b>	<a href="http://www.pueblo.us">www.pueblo.us</a>
	<b>Job Descriptions</b>	n/a



	<b>Policies</b>	<a href="https://www.pueblo.us/273/Policies-Procedures">https://www.pueblo.us/273/Policies-Procedures</a>
	<b>Pay Plans</b>	<a href="https://www.pueblo.us/973/Employee-Salaries-Staffing">https://www.pueblo.us/973/Employee-Salaries-Staffing</a>
	<b>Collective Bargaining</b>	<a href="https://www.pueblo.us/273/Policies-Procedures">https://www.pueblo.us/273/Policies-Procedures</a>

#### RANGELY, CO

	<b>Website</b>	<a href="http://www.rangely.com">www.rangely.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### RIDGWAY, CO

	<b>Website</b>	<a href="http://www.town.ridgway.co.us">www.town.ridgway.co.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### RIFLE, CO

	<b>Website</b>	<a href="http://www.rifleco.org">www.rifleco.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### ROCKY FORD, CO

	<b>Website</b>	<a href="http://www.rockyfordcolo.com">www.rockyfordcolo.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### RYE, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SAGUACHE, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	no links

	<b>Policies</b>	no links
	<b>Pay Plans</b>	no links
	<b>Collective Bargaining</b>	no links

#### SALIDA, CO

	<b>Website</b>	<a href="http://www.cityofsalida.com">www.cityofsalida.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	<a href="http://cityofsalida.com/library/financial-documents/">http://cityofsalida.com/library/financial-documents/</a>
	<b>Pay Plans</b>	<a href="http://cityofsalida.com/library/financial-documents/">http://cityofsalida.com/library/financial-documents/</a>
	<b>Collective Bargaining</b>	

#### SEVERANCE, CO

	<b>Website</b>	<a href="https://townofseverance.org/">https://townofseverance.org/</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SHERIDAN, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SILT, CO

	<b>Website</b>	<a href="http://www.townofsilt.org">www.townofsilt.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SILVERTHORNE, CO

	<b>Website</b>	<a href="http://www.silverthorne.org">www.silverthorne.org</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SNOWMASS VILLAGE, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SOUTH FORK, CO

	<b>Website</b>	<a href="http://www.colorado.gov/southforkcolorado">www.colorado.gov/southforkcolorado</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SPRINGFIELD, CO

	<b>Website</b>	<a href="http://www.springfieldcolorado.org">www.springfieldcolorado.org</a>
	<b>Job Descriptions</b>	<a href="http://colorado.gov/springfield">colorado.gov/springfield</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### STEAMBOAT SPRINGS, CO

	<b>Website</b>	<a href="http://www.steamboatsprings.net">www.steamboatsprings.net</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### STERLING, CO

	<b>Website</b>	<a href="http://www.sterlingcolo.com">www.sterlingcolo.com</a>
	<b>Job Descriptions</b>	<a href="http://agency.governmentjobs.com/sterlingcolo/default.cfm?action=agencyspecs">http://agency.governmentjobs.com/sterlingcolo/default.cfm?action=agencyspecs</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SUMMIT COUNTY, CO

	<b>Website</b>	<a href="http://www.co.summit.co.us">www.co.summit.co.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### SUPERIOR, CO

	<b>Website</b>	<a href="http://www.superiorcolorado.gov">www.superiorcolorado.gov</a>
	<b>Job Descriptions</b>	<a href="http://agency.governmentjobs.com/superiorco/default.cfm?action=agencyspecs">http://agency.governmentjobs.com/superiorco/default.cfm?action=agencyspecs</a>

	<b>Policies</b>	<a href="http://superiorcolorado.gov/departments/finance-department/human-resources/employee-benefits">http://superiorcolorado.gov/departments/finance-department/human-resources/employee-benefits</a>
	<b>Pay Plans</b>	<a href="http://agency.governmentjobs.com/superiorco/default.cfm?action=agencyspecs">http://agency.governmentjobs.com/superiorco/default.cfm?action=agencyspecs</a>
	<b>Collective Bargaining</b>	N/A

TELLURIDE, CO		
	<b>Website</b>	<a href="http://www.telluride-co.gov">www.telluride-co.gov</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

THORNTON, CO		
	<b>Website</b>	<a href="http://www.cityofthornton.net">www.cityofthornton.net</a>
	<b>Job Descriptions</b>	<a href="http://www.cityofthornton.net/government/humanresources/Pages/jobdescriptions.aspx">http://www.cityofthornton.net/government/humanresources/Pages/jobdescriptions.aspx</a>
	<b>Policies</b>	
	<b>Pay Plans</b>	<a href="http://www.cityofthornton.net/government/humanresources/Pages/jobdescriptions.aspx">http://www.cityofthornton.net/government/humanresources/Pages/jobdescriptions.aspx</a>
	<b>Collective Bargaining</b>	

TIMNATH, CO		
	<b>Website</b>	<a href="http://timnathgov.com">timnathgov.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

TRINIDAD, CO		
	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

VAIL, CO		
	<b>Website</b>	<a href="http://www.vailgov.com">www.vailgov.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

WALSENBURG, CO		
	<b>Website</b>	<a href="http://www.cityofwalsenburg.com">www.cityofwalsenburg.com</a>
	<b>Job Descriptions</b>	

	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### WELLINGTON, CO

	<b>Website</b>	<a href="http://wellingtoncolorado.gov/">http://wellingtoncolorado.gov/</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### WESTCLIFFE, CO

	<b>Website</b>	<a href="http://townofwestcliffe.com">townofwestcliffe.com</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### WESTMINSTER, CO

	<b>Website</b>	<a href="http://www.cityofwestminster.us">www.cityofwestminster.us</a>
	<b>Job Descriptions</b>	<a href="https://www.governmentjobs.com/careers/westminsterco/classspecs">https://www.governmentjobs.com/careers/westminsterco/classspecs</a>
	<b>Policies</b>	<a href="https://www.cityofwestminster.us/Portals/1/Documents/Government%20-%20Documents/Departments/Human%20Resources/Personnel-Policies-and-Rules-2019.pdf?">https://www.cityofwestminster.us/Portals/1/Documents/Government%20-%20Documents/Departments/Human%20Resources/Personnel-Policies-and-Rules-2019.pdf?</a>
	<b>Pay Plans</b>	<a href="https://www.cityofwestminster.us/Portals/1/Documents/Government%20-%20Documents/Departments/Human%20Resources/Pay-Plan-2019-20.pdf?">https://www.cityofwestminster.us/Portals/1/Documents/Government%20-%20Documents/Departments/Human%20Resources/Pay-Plan-2019-20.pdf?</a>
	<b>Collective Bargaining</b>	Fire as of 2019 - please request copy of agreement

#### WHEAT RIDGE, CO

	<b>Website</b>	<a href="http://www.ci.wheatridge.co.us">www.ci.wheatridge.co.us</a>
	<b>Job Descriptions</b>	
	<b>Policies</b>	Y
	<b>Pay Plans</b>	Y
	<b>Collective Bargaining</b>	

#### WIGGINS, CO

	<b>Website</b>	
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

#### WINDSOR, CO

	<b>Website</b>	<a href="http://www.windsorgov.com">www.windsorgov.com</a>
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	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

WINTER PARK, CO		
	<b>Website</b>	www.wpgov.com
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

WOODLAND PARK, CO		
	<b>Website</b>	city-woodlandpark.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

YUMA, CO		
	<b>Website</b>	yumacolo.org
	<b>Job Descriptions</b>	
	<b>Policies</b>	
	<b>Pay Plans</b>	
	<b>Collective Bargaining</b>	

**Compensation Survey System**  
**Entity Profile Comparison Report**  
**4/13/2020**

Entity	Contact	Phone	Email	Population	FTEs	Budget	Plan Month	Updated
ALAMOSA, CO	Jolene Webb	719-587-2029	jwebb@ci.alamosa.co.us	9,562	94	\$23,880,645.00	January	02/12/2020
ARVADA, CO	Rachel Bramblett	7208987572	rbramblett@arvada.org	118,000	675	\$235,262,545.00	January	02/01/2019
ASPEN, CO	Alissa Farrell	970-920-5743	alissa.farrell@cityofaspen.com	6,500	282	\$94,184,525.00		11/10/2014
AURORA, CO	Dianna Giordano	303-739-7193	dgiordan@auroragov.org	381,057	2,700	\$771,445,919.00	January	11/07/2019
AVON, CO	Karyne Spadi	(970) 748-4093	kspadi@avon.org	6,500	87	\$25,502,818.00	January	03/14/2018
BASALT, CO	Christine Hamrick	970-279-4396	christy.hamrick@basalt.net	0	0	\$0.00		02/25/2020
BENNETT, CO	Trish Stiles	303-644-3249 ext. 1009	tstiles@bennett.co.us	2,623	27	\$4,290,230.00	January	02/03/2020
BERTHOUD, CO	Cindy Leach	970-532-2643	cleach@berthoud.org	8,925	39	\$43,000,000.00	January	02/24/2020
BLACK HAWK, CO	Gina Romero	303-582-2293	gromero@cityofblackhawk.org	118	96	\$31,457,699.00	January	02/23/2017
BLANCA, CO	Rayna Sanchez	719-379-3461	blancaco@gojade.org	385	4	\$230,845.00		02/23/2017
BLUE RIVER, CO	Michelle Eddy	970-547-0545	michelle@townofblueriver.org	917	7	\$1,208,029.49	January	01/15/2020
BRECKENRIDGE, CO	Dana Laverdiere	970-547-3159	danal@townofbreckenridge.com	4,500	0	\$58,017,761.00	January	02/18/2019
BRIGHTON, CO	Laura Morris	303-655-2096	lmorris@brightonco.gov	36,000	318	\$54,021,679.00	July	02/28/2018
BROOMFIELD, CO	Amy Collins	303-438-6320	acollins@broomfield.org	75,250	847	\$152,502,863.00	January	02/25/2020
BRUSH, CO	Loranda Packard	970-842-5001	lpackard@brushcolo.com	5,498	47	\$13,395,545.00		
BUENA VISTA, CO	Michelle Stoke	719-395-8643 ex 17	bvfinance@buenavistaco.gov	2,196	32	\$5,023,913.00		01/31/2017
BURLINGTON, CO	James Keehne	719-346-8652	jim.keehne@burlingtoncolo.com	3,720	39	\$9,829,400.00	January	02/04/2019
CANON CITY, CO	Stephanie L Masse	719-276-5299	slmasse@canoncity.org	16,000	138	\$23,122,330.00	January	07/16/2015
CARBONDALE, CO	Renae Gustine	970-510-1204	rgustine@carbondaleco.net	6,412	59	\$17,259,117.00		03/13/2014
CASTLE ROCK, CO	Mark Paul	720-733-2211	mpaul@crgov.com	65,000	500	\$197,293,447.00	January	01/29/2018
CEDAREDGE, CO	Tammy Francis	970-856-3123 x 115	finmanager@cedaredgecolorado.com	2,300	24	\$4,003,721.00	January	02/12/2020
CENTRAL CITY, CO	Abigail Robbins	303-582-5251 ext. 104	financedir@cityofcentral.co	515	18	\$7,622,735.00		03/27/2020
CHERRY HILLS VILLAGE, CO	Kathryn Ducharme	303-783-2734	kducharme@cherryhillsvillage.com	6,100	46	\$12,472,451.00		06/01/2015
COLORADO SPRINGS, CO	Carissa Grade	719-385-5134	cgrade@springsgov.com	473,984	2,462	\$536,123,836.00	January	02/26/2018
COMMERCE CITY, CO	Jen Lorenzen	303-289-3774	jlorenzen@c3gov.com	54,869	326	\$0.00	January	02/16/2018
CORTEZ, CO	Debbie Speer	970-564-4019	dspeer@cityofcortez.com	8,900	138	\$32,870,654.00	January	02/26/2019
CRESTED BUTTE, CO	Hilary French	970-349-5338	hfrench@crestedbutte-co.gov	1,525	48	\$17,733,489.00	January	02/28/2020
CRESTONE, CO	Allyson Ransom	719-256-4313	crestoneclerk@fairpoint.net	150	0	\$815,160.14		02/05/2020
CRIPPLE CREEK, CO	Carol Stotts	719-689-3469	cstotts@cripple-creek.co.us	1,189	76	\$10,479,955.00		03/01/2018
DACONO, CO	Kelly Stroh	303-833-2317x122	kstroh@cityofdacono.com	5,000	30	\$8,160,000.00		02/14/2017
DELTA, CO	Kathy	(970) 874-7906	kathy@cityofdelta.net	8,700	97	\$28,639,248.00		02/08/2019

	Drayer							
DELTA COUNTY, CO				0	0	\$0.00		01/27/2020
DENVER, CO	Ryland Feno	7209135714	Ryland.Feno@denvergov.org	704,621	15,396	\$2,450,000,000.00		08/02/2019
DILLON, CO	Carri McDonnell	970-262-3404	carrim@townofdillon.com	904	37	\$14,998,672.00	January	03/23/2018
DURANGO, CO	Crystal Twedt	970-375-5053	crystal.twedt@durangogov.org	18,503	335	\$40,023,769.00		02/26/2018
EATON, CO	Jeff Schreier	970 454-3338	jeff@eatonco.org	5,800	26	\$11,872,000.00		01/22/2020
ENGLEWOOD, CO	Hedia Gonzales	303-762-2371	hgonzales@englewoodgov.org	30,255	420	\$42,126,719.00	January	03/14/2019
ERIE, CO	Alicia Melendez	303-926-2746	amelendez@erieco.gov	25,000	190	\$54,650,000.00	January	03/14/2019
ESTES PARK, CO	Jackie Williamson	970-577-4775	jwilliamson@estes.org	6,017	134	\$9,898,297.00	January	03/03/2020
EVANS, CO	Julie Tymkowych	(970) 475-1161	jtymkowych@evanscolorado.gov	21,000	0	\$25,994.00	January	02/22/2019
FEDERAL HEIGHTS, CO	Chanda Johnson	303-412-3520	cjohnson@fedheights.org	12,065	86	\$15,000,000.00		03/02/2020
FIRESTONE, CO	Jan Sloat	720-508-4126	jsloat@firestoneco.gov	15,300	90	\$31,843,032.00	January	01/31/2020
FLORENCE, CO	Mike Patterson	719-784-4848 ext 222	mike.patterson@florencecolorado.org	3,881	47	\$7,400,000.00		03/18/2020
FORT COLLINS, CO	Steve Engemoen	970-416-2846	sengemoen@fcgov.com	167,500	0	\$619,422,602.00		03/09/2017
FORT LUPTON, CO	Laura Howe	303-857-6694	lhowe@fortluptonco.gov	8,163	0	\$57,126,206.00	July	03/05/2020
FORT MORGAN, CO	Susan Kurk	970-542-3974	susan.kurk@cityoffortmorgan.com	11,500	150	\$79,784,688.00		03/06/2020
FOUNTAIN, CO	Janette Arellano	719-393-4923	jarellano@fountaincolorado.org	29,747	250	\$66,909,320.00	December	03/02/2019
FREDERICK, CO	Lauren Mueller	720-382-5571	lmuel@frederickco.gov	12,000	70	\$60,000,000.00	January	03/04/2019
FRISCO, CO	Loli Respini Pollard	970-668-9135	lolir@townoffrisco.com	2,800	98	\$13,080,948.00	January	02/10/2020
FRUITA, CO	Odette Brach	(970)858-8373	obrach@fruita.org	12,646	71	\$22,047,056.00		02/21/2020
GEORGETOWN, CO	Mary Sims	303-569-2555 ext 4	towntreas@townofgeorgetown.us	1,096	12	\$1,897,098.00		10/11/2017
GILCREST, CO	Gail Odenbaugh	9707372426	gail@townofgilcrest.org	1,070	5	\$1,608,594.00		02/24/2020
GLENDALE, CO	Linda Cassaday	303 639 4702	lcassaday@glendale.co.us	4,800	80	\$31,500,000.00		01/10/2017
GLENWOOD SPRINGS, CO	Dana Peterson	970-384-6429	dana.peterson@cogs.us	9,250	180	\$91,663,600.00	January	01/16/2020
GOLDEN, CO	Teresa Reilly	303-384-8017	treilly@cityofgolden.net	20,000	222	\$75,000,000.00	January	02/13/2020
GRANBY, CO	Sharon Spurlin	970-887-2501	sspurlin@townofgranby.com	2,002	23	\$4,732,646.00		
GRAND JUNCTION, CO	Shelley Caskey	970-244-1492	shelleyc@gjcity.org	60,317	652	\$178,500,000.00	January	02/27/2020
GRAND LAKE, CO	Erin Ackerman	970 627 3435	gltreasurer@townofgrandlake.com	471	14	\$7,298,718.00	January	02/27/2019
GREELEY, CO	Chelsea Martens	970-350-9706	chelsea.martens@greeleygov.com	95,288	874	\$170,188,692.00		02/27/2017
GREEN MOUNTAIN FALLS, CO	Angie Sprang	719-684-9414	manager@gmfco.us	870	3	\$583,600.00		03/26/2020
GREENWOOD VILLAGE, CO	Kari May	303-486-5744	kmay@greenwoodvillage.com	15,801	229	\$0.00	January	11/05/2019
GUNNISON, CO	Ben Cowan	970-641-8162	bcowan@gunnisonco.gov	6,530	90	\$28,586,444.00	January	02/06/2020
GUNNISON COUNTY, CO	Cheryl Seling	970-641-7962	cseling@gunnisoncounty.org	16,408	197	\$0.00		02/17/2018
GYPSUM, CO	Frances Barela	970-524-1724	frances@townofgypsum.com	7,000	44	\$16,902,795.00	November	03/06/2020
HAXTUN, CO	Karie Wilson	970-774-6104	haxtunco@pctelcom.coop	946	10	\$2,796,175.00	July	02/20/2014



HAYDEN, CO	Sharon Johnson	970-276-3741	sharon.johnson@haydencolorado.org	1,932	18	\$0.00	January	02/13/2020
HOTCHKISS, CO	Marlene Searle	(970) 872-3663	clerk@townofhotchkiss.com	1,008	9	\$1,111,061.00		03/16/2018
IDAHO SPRINGS, CO	Andy Marsh	303-567-4421	admin@idahospringsco.com	1,717	23	\$0.00	December	03/21/2016
IGNACIO, CO	Diana Briar	970-563-9494	dbriar@townofignacio.com	890	15	\$1,500,000.00	January	03/14/2019
KERSEY, CO	Julie Piper	970-353-1681	jpiper@kerseygov.com	1,550	14	\$8,435,916.00	January	02/11/2020
KIOWA, CO	Sara Potter	303-621-2366	spotter@townofkiowa.com	782	3	\$777,313.00	January	03/03/2020
KREMMLING, CO	Joanna Eaton	970-724-3249	townclerk@townofkremmling.org	1,500	8	\$0.00	January	03/26/2020
LA JUNTA, CO	Rick Klein	719-384-2578	rklein@ci.la-junta.co.us	7,290	120	\$25,074,000.00		02/03/2015
LAFAYETTE, CO	Penny Ford	303 -661-1250	pennyf@cityoflafayette.com	29,934	203	\$88,829,573.00	March	07/25/2019
LAKE CITY, CO	Jamie Turrentine	970-944-2333	jamieturrentine@townoflakecity.co	380	5	\$2,995,327.00		03/22/2019
LAKEWOOD, CO	Diane Peet	303-987-7720	diapee@lakewood.org	155,626	895	\$205,825,591.00	April	01/02/2020
LAMAR, CO	Margaret Saldana	719-336-1366	margaret.saldana@ci.lamar.co.us	7,391	145	\$31,314,823.00	January	03/14/2019
LARKSPUR, CO	Mayor Marvin Cardenas	303-681-2324	mcardenas@townoflarkspur.org	185	5	\$0.00	January	03/03/2020
LASALLE, CO	Kim Coleman	970-284-6931	kcoleman@lasalletown.com	1,943	15	\$2,272,527.00		03/30/2020
LAVETA, CO	Laurie Erwin	(719) 742-3631	laurieerwin@townoflaveta-co.gov	924	7	\$0.00		03/20/2017
LEADVILLE, CO	Sarah Dallas	719-486-2092	admins@leadville-co.gov	2,800	30	\$1,925,587.00	March	04/28/2015
LONE TREE, CO	Rebecca Jones	7205091278	rebecca.jones@cityoflonetree.com	13,806	117	\$26,700,000.00	January	02/25/2020
LONGMONT, CO	Joanne Zeas	303-651-8605	joanne.zeas@longmontcolorado.gov	97,530	944	\$351.91	January	02/27/2020
LOUISVILLE, CO	Kathleen Hix	303-335-4720	KathleenH@Louisvilleco.gov	18,376	298	\$53,285,430.00	January	02/26/2019
LOVELAND, CO	Karen Rees	970 962-2375	karen.rees@cityofloveland.org	75,019	704	\$311,422,903.00	January	02/20/2017
LYONS, CO	Dolores Vasquez	303-823-6622	dvasquez@townoflyons.com	2,033	22	\$0.00		03/03/2020
MANCOS, CO	Heather Alvarez	970-533-7725	halvarez@mancoscolorado.com	1,243	11	\$819,000.00		
MANITOU SPRINGS, CO	Sarah Borkowski	719-685-2627	cpshr@comsgov.com	5,000	73	\$16,486,784.00	January	03/11/2020
MEAD, CO	Lindsey Lostroh	970-535-4477	llostroh@townofmead.org	4,000	25	\$0.00	January	02/11/2020
MEEKER, CO	Lisa Cook	970-878-4962	lisa@town.meeke.co.us	2,456	19	\$4,108,141.00		04/04/2016
MINTURN, CO	Jay Brunvand	970-827-5645	treasurer@minturn.org	1,037	9	\$2,750,000.00		02/27/2019
MONTE VISTA, CO	Bob Gill	719-852-5926 Ext 109	hrmanager@ci.monte-vista.co.us	4,444	40	\$8,038,856.00		03/15/2019
MONTROSE, CO	Lisa Kuczmarski	970-240-1454	lkuczmarski@ci.montrose.co.us	19,369	178	\$58,000,000.00	January	03/06/2020
MONUMENT, CO	PAMELA SMITH	719-884-8045	Psmith@tomgov.org	7,000	50	\$15,000,000.00	December	02/28/2019
MORRISON, CO	KARA Winters	303-697-8749	clerk@town.morrison.co.us	430	21	\$3,992,745.00	January	01/23/2019
MOUNTAIN VILLAGE, CO	Sue Kunz	970-369-6412	skunz@mtnvillage.org	2,300	130	\$39,005,737.00	January	10/14/2019
MT. CRESTED BUTTE, CO	Jill Lindros	(970) 349-6632	finance@mtcrestedbutte-co.gov	902	23	\$0.00		02/24/2020
NEW CASTLE, CO	Loni Burk	970-984-2311	lburk@newcastlecolorado.org	4,500	30	\$5,541,134.00		03/15/2019
NORTHGLENN, CO	Christine Rucobo	303-450-8734	crucobo@northglenn.org	38,648	0	\$113,379,104.00	January	03/12/2020
OURAY, CO	Rebecca Fritz	970-325-7062	fritizr@cityofouray.com	1,093	26	\$10,236,100.00	December	02/28/2020
PAGOSA SPRINGS, CO	April Hessman	970-264-4151 ext 237	ahessman@pagosasprings.co.gov	1,770	41	\$8,223,000.00		03/03/2017
PALISADE, CO	Travis Boyd	970-464-5602	tboyd@townofpalisade.org	3,031	25	\$14,700,000.00		03/26/2020

PAONIA, CO	Cindy Jones	970-527-4101	finance@townofpaonia.com	1,433	15	\$3,095,446.76		02/27/2019
PARACHUTE, CO	Lucy Cordova	(970) 285-7630 EX 104	lcordova@parachutecolorado.com	1,085	16	\$1,754,707.41	January	02/27/2017
PARKER, CO	Randi Krebsbach	303-805-3110	rkrebsbach@parkeronline.org	52,000	303	\$129,000,000.00	March	03/01/2019
PLATTEVILLE, CO	Troy Renken	970-785-2245	trenken@plattevillegov.org	2,779	26	\$6,317,260.00	January	01/31/2019
PONCHA SPRINGS, CO	Diana Heeney	719-539-6882	clerk@ponchaspringscolorado.us	744	4	\$1,456,000.00	January	02/26/2016
PUEBLO, CO	Butch Batchelder	7195532629	BBatchelder@pueblo.us	111,127	673	\$95,357,047.00	January	01/09/2020
RANGELY, CO	Marybel Cox	970-675-8476	mcox@rangelyco.gov	2,100	32	\$10,503,463.00	December	03/12/2019
RIDGWAY, CO	Karen Christian	970-626-5308	kchristian@town.ridgway.co.us	1,000	0	\$4,776,515.00	January	03/12/2020
RIFLE, CO	Danielle Hogan	(970) 665-6403	dhogan@riflego.org	7,500	86	\$7,000,000.00		04/06/2017
ROCKY FORD, CO	Cheryl Grasmick	719-254-7414	cgrasmick@ci.rocky-ford.co.us	4,286	37	\$6,425,374.00		03/15/2019
RYE, CO	Susanna Anderson	719-489-2011	rye.town.clerk@gmail.com	200	3	\$0.00		10/11/2013
SAGUACHE, CO	Iris Garcia	719-655-2232	townclerk@sag@centurytel.net	485	4	\$155,060.00	January	03/20/2019
SALIDA, CO	Drew Nelson	719-530-2629	drew.nelson@cityofsalida.com	5,581	70	\$24,988,200.00	July	03/02/2020
SEVERANCE, CO	Lindsay Radcliff-Coombes	9706858093	lcoombes@townofseverance.org	8,000	33	\$24,400,000.00	January	01/17/2020
SHERIDAN, CO	Heather Moore	303-762-2200	HMoore@ci.sheridan.co.us	5,664	46	\$10,276,263.00	January	03/17/2020
SILT, CO	Amie Tucker	970-876-2353	atucker@townofsilt.org	3,010	25	\$3,195,378.00		02/03/2020
SILVERTHORNE, CO	Sarah Thompson	970-262-7307	SThompson@silverthorne.org	4,031	95	\$14,000,000.00	January	03/20/2017
SNOWMASS VILLAGE, CO	SUZANNE SIFUENTES	970-923-3796	ssifuentes@tosv.com	2,826	125	\$26,906,706.00	July	03/02/2015
SOUTH FORK, CO	Mary Grace Garcia	719-873-0152	financemanager@southfork.org	376	7	\$806,801.00	January	03/20/2019
SPRINGFIELD, CO	Merna McGinnis	719-523-4528	sptownclerk@gmail.com	1,451	15	\$5,079,730.00	January	03/12/2020
STEAMBOAT SPRINGS, CO	Wendy Friden	970-871-8221	wfriden@steamboatsprings.net	12,088	254	\$46,271,468.00	January	03/20/2017
STERLING, CO	Robert L. Brown	970-522-9700	brown@sterlingcolo.com	14,777	151	\$29,060,549.00		01/10/2019
SUMMIT COUNTY, CO	Molly Boyd	970-453-3459	mollyb@co.summit.co.us	28,000	501	\$83,566,000.00	January	03/02/2017
SUPERIOR, CO	Nadine A. Smith	303-499-3675	nadines@superiorcolorado.gov	12,000	33	\$47,590,802.00		04/21/2016
TELLURIDE, CO	Diane Kipfer	970-728-2151	dkipfer@telluride-co.gov	2,400	81	\$41,277,465.00	January	03/06/2020
THORNTON, CO	Shelley Duchlinski	303-538-7589	shelley.duchlinski@cityofthornton.net	143,788	1,080	\$322,477,092.00	January	02/24/2020
TIMNATH, CO	Dezire Sanchez	970-224-3211 Ext. 20	dsanchez@timnathgov.com	3,000	13	\$30,289,099.00	January	02/29/2016
TRINIDAD, CO	Dona Valencich	719-846-9843	dona.valencich@trinidad.co.gov	9,000	160	\$51,149,275.00		09/13/2019
VAIL, CO	Albert Zamora	970-479-2118	azamora@vailgov.com	5,000	273	\$0.00		02/19/2020
WALSENBURG, CO	Angelia Cobble	719-6951034	acobble@cityofwalsenburg.com	2,960	28	\$6,500,000.00		02/11/2020
WELLINGTON, CO	Lory Woodruff	970-962-9597	woodrulo@wellingtoncolorado.gov	11,000	35	\$0.00	January	03/26/2020
WESTCLIFFE, CO	Kathy Reis	719-783-2282	townclerk@townofwestcliffe.com	568	2	\$567,044.00		03/05/2014
WESTMINSTER, CO	Marie Martinez	303-658-2353	mmartine@cityofwestminster.us	113,130	1,062	\$325,727,483.00	January	02/13/2020
WHEAT RIDGE, CO	Michael Clasen	303-235-2887	mclasen@ci.wheatridge.co.us	30,500	227	\$27,760,611.00	May	03/14/2019
WIGGINS, CO				1,100	11	\$0.00		01/23/2019

WINDSOR, CO	Bradley Sorenson	970-674-2493	bsorenson@windsorgov.com	26,105	161	\$56,148,000.00	January	02/14/2019
WINTER PARK, CO	Lizbeth Lemley	9707268801204	llemley@wpgov.com	1,000	38	\$34,752,396.00	December	03/06/2020
WOODLAND PARK, CO	Amy Jacob	719.687.5223	ajacob@city-woodlandpark.org	8,200	94	\$21,838,725.00	January	02/10/2020
YUMA, CO	Scott Moore	970-848-3878	r.moore@yumacolo.org	3,520	36	\$10,623,579.00	January	03/05/2020

# Colorado Municipal League

## Entity Service Comparison Report

### 4/13/2020

Airport	
BLANCA	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
COLORADO SPRINGS	Yes
CORTEZ	Yes
DENVER	Yes
DURANGO	Yes
ERIE	Yes
FORT MORGAN	Yes
GLENWOOD SPRINGS	Yes
HAXTUN	Yes
LA JUNTA	Yes
LAMAR	Yes
LONGMONT	Yes
LOVELAND	Yes
PUEBLO	Yes
SALIDA	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
YUMA	Yes

Ambulance Services	
BENNETT	Yes
BLACK HAWK	Yes
CASTLE ROCK	Yes
FEDERAL HEIGHTS	Yes
FOUNTAIN	Yes
FRISCO	Yes
GLENWOOD SPRINGS	Yes
GRAND JUNCTION	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAMAR	Yes
PALISADE	Yes
ROCKY FORD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
THORNTON	Yes
WESTMINSTER	Yes
YUMA	Yes

Animal Control	
ALAMOSA	Yes
ARVADA	Yes
AURORA	Yes
AVON	Yes
BENNETT	Yes
BLACK HAWK	Yes
BLANCA	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes

CEDAREDGE	Yes
CHERRY HILLS VILLAGE	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DENVER	Yes
ENGLEWOOD	Yes
ESTES PARK	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FIRESTONE	Yes
FLORENCE	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FREDERICK	Yes
FRUITA	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GREELEY	Yes
GREENWOOD VILLAGE	Yes
GUNNISON	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAKEWOOD	Yes
LAMAR	Yes
LARKSPUR	Yes
LEADVILLE	Yes
LONE TREE	Yes
LONGMONT	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PAONIA	Yes
PARKER	Yes
PLATTEVILLE	Yes
PUEBLO	Yes
RANGELY	Yes
ROCKY FORD	Yes
SALIDA	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SNOWMASS VILLAGE	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
SUMMIT COUNTY	Yes
TELLURIDE	Yes
THORNTON	Yes
TRINIDAD	Yes
WALSENBURG	Yes
WELLINGTON	Yes
WESTMINSTER	Yes
WHEAT RIDGE	Yes
YUMA	Yes

AVON	Yes
BENNETT	Yes
BLACK HAWK	Yes
BRECKENRIDGE	Yes
BURLINGTON	Yes
COLORADO SPRINGS	Yes
CRIPPLE CREEK	Yes
DURANGO	Yes
ERIE	Yes
ESTES PARK	Yes
FORT COLLINS	Yes
FOUNTAIN	Yes
GLENWOOD SPRINGS	Yes
GREELEY	Yes
LA JUNTA	Yes
LOVELAND	Yes
MOUNTAIN VILLAGE	Yes
SNOWMASS VILLAGE	Yes
SUMMIT COUNTY	Yes
TELLURIDE	Yes
VAIL	Yes
WINTER PARK	Yes

<b>Cemetery</b>	
ALAMOSA	Yes
BASALT	Yes
BENNETT	Yes
BERTHOUD	Yes
BLACK HAWK	Yes
BLANCA	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
CANON CITY	Yes
CARBONDALE	Yes
COLORADO SPRINGS	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DELTA	Yes
DILLON	Yes
DURANGO	Yes
ERIE	Yes
EVANS	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FRISCO	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
KREMMLING	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAMAR	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MONTROSE	Yes
MONUMENT	Yes

NEW CASTLE	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PLATTEVILLE	Yes
PONCHA SPRINGS	Yes
PUEBLO	Yes
ROCKY FORD	Yes
SILT	Yes
STERLING	Yes
WELLINGTON	Yes
WINDSOR	Yes
WOODLAND PARK	Yes

<b>Day Care</b>	
BLANCA	Yes
BRECKENRIDGE	Yes
FORT LUPTON	Yes
LAFAYETTE	Yes
MOUNTAIN VILLAGE	Yes
THORNTON	Yes

<b>Detention/Corrections</b>	
AURORA	Yes
BROOMFIELD	Yes
DENVER	Yes
SEVERANCE	Yes
SUMMIT COUNTY	Yes

<b>E911 Dispatch</b>	
AURORA	Yes
BENNETT	Yes
BLACK HAWK	Yes
BROOMFIELD	Yes
CORTEZ	Yes
CRIPPLE CREEK	Yes
DENVER	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ESTES PARK	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FORT COLLINS	Yes
GILCREST	Yes
GLENDALE	Yes
GRAND JUNCTION	Yes
GUNNISON	Yes
LA JUNTA	Yes
LAMAR	Yes
LONGMONT	Yes
LOVELAND	Yes
PARKER	Yes
PUEBLO	Yes
RANGELY	Yes
STERLING	Yes
SUMMIT COUNTY	Yes
TELLURIDE	Yes
THORNTON	Yes
TRINIDAD	Yes
VAIL	Yes
WESTMINSTER	Yes
WOODLAND PARK	Yes

<b>Economic Development</b>	
ALAMOSA	Yes

ARVADA	Yes
AURORA	Yes
BENNETT	Yes
BERTHOUD	Yes
BLACK HAWK	Yes
BLANCA	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CEDAREDGE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
DACONO	Yes
DENVER	Yes
DILLON	Yes
ENGLEWOOD	Yes
ERIE	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FIRESTONE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FREDERICK	Yes
FRISCO	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GREELEY	Yes
GYPSUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KIOWA	Yes
LAFAYETTE	Yes
LAKE CITY	Yes
LAKEWOOD	Yes
LARKSPUR	Yes
LONE TREE	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MOUNTAIN VILLAGE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
PALISADE	Yes
PARKER	Yes
PUEBLO	Yes
RANGELY	Yes
RIDGWAY	Yes
ROCKY FORD	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SOUTH FORK	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes



SUPERIOR	Yes
THORNTON	Yes
TRINIDAD	Yes
VAIL	Yes
WESTMINSTER	Yes
WHEAT RIDGE	Yes
WINDSOR	Yes
WINTER PARK	Yes

<b>Electric Utility</b>	
ASPEN	Yes
BURLINGTON	Yes
DELTA	Yes
ESTES PARK	Yes
EVANS	Yes
FORT COLLINS	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FREDERICK	Yes
GLENWOOD SPRINGS	Yes
GUNNISON	Yes
HAXTUN	Yes
LA JUNTA	Yes
LAMAR	Yes
LONGMONT	Yes
LOVELAND	Yes
SPRINGFIELD	Yes
TRINIDAD	Yes
YUMA	Yes

<b>Emergency Management</b>	
ARVADA	Yes
AURORA	Yes
BENNETT	Yes
BLACK HAWK	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
COLORADO SPRINGS	Yes
DENVER	Yes
DURANGO	Yes
FIRESTONE	Yes
FORT COLLINS	Yes
FOUNTAIN	Yes
GRAND JUNCTION	Yes
LAFAYETTE	Yes
LAKEWOOD	Yes
LONE TREE	Yes
LONGMONT	Yes
LOVELAND	Yes
MONUMENT	Yes
PLATTEVILLE	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SUMMIT COUNTY	Yes
THORNTON	Yes
TRINIDAD	Yes
WESTMINSTER	Yes

<b>Fire</b>	
ALAMOSA	Yes
AURORA	Yes
BENNETT	Yes

BLACK HAWK	Yes
BUENA VISTA	Yes
CASTLE ROCK	Yes
COLORADO SPRINGS	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DENVER	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRAND JUNCTION	Yes
GREELEY	Yes
GUNNISON	Yes
HAXTUN	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAMAR	Yes
LEADVILLE	Yes
LONGMONT	Yes
MANITOU SPRINGS	Yes
MONUMENT	Yes
OURAY	Yes
PALISADE	Yes
PUEBLO	Yes
ROCKY FORD	Yes
SALIDA	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
THORNTON	Yes
TRINIDAD	Yes
VAIL	Yes
WESTMINSTER	Yes
YUMA	Yes

<b>Gas Utility</b>	
EVANS	Yes
FORT MORGAN	Yes
IGNACIO	Yes
MANITOU SPRINGS	Yes
RANGELY	Yes
TRINIDAD	Yes
WALSENBURG	Yes

<b>Golf Course</b>	
ALAMOSA	Yes
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
BRECKENRIDGE	Yes
CASTLE ROCK	Yes
CEDAREdge	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
DELTA	Yes
DENVER	Yes
ENGLEWOOD	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes

FREDERICK	Yes
GOLDEN	Yes
GRAND JUNCTION	Yes
GREELEY	Yes
GYPSUM	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAKEWOOD	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MONTROSE	Yes
PUEBLO	Yes
ROCKY FORD	Yes
STEAMBOAT SPRINGS	Yes
THORNTON	Yes
WESTMINSTER	Yes

<b>Health/Wellness Clinic</b>	
AURORA	Yes
BENNETT	Yes
BRECKENRIDGE	Yes
FORT COLLINS	Yes
LOVELAND	Yes
SUMMIT COUNTY	Yes
WESTMINSTER	Yes

<b>Hospital</b>
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<b>Housing</b>	
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
BRECKENRIDGE	Yes
BROOMFIELD	Yes
CARBONDALE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
DENVER	Yes
FRISCO	Yes
GREELEY	Yes
IGNACIO	Yes
LONGMONT	Yes
MOUNTAIN VILLAGE	Yes
PUEBLO	Yes
RANGELY	Yes
SILT	Yes
SNOWMASS VILLAGE	Yes
STEAMBOAT SPRINGS	Yes
SUMMIT COUNTY	Yes
THORNTON	Yes
VAIL	Yes
WINTER PARK	Yes

<b>Law Enforcement</b>	
ALAMOSA	Yes
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
AVON	Yes
BASALT	Yes
BENNETT	Yes
BLACK HAWK	Yes
BLANCA	Yes

BLUE RIVER	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes
CEDAREDGE	Yes
CHERRY HILLS VILLAGE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DENVER	Yes
DILLON	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
ESTES PARK	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FIRESTONE	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FREDERICK	Yes
FRISCO	Yes
FRUITA	Yes
GILCREST	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
GREEN MOUNTAIN FALLS	Yes
GREENWOOD VILLAGE	Yes
GUNNISON	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
KIOWA	Yes
KREMMLING	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAKE CITY	Yes
LAKEWOOD	Yes
LAMAR	Yes
LEADVILLE	Yes
LONE TREE	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MEAD	Yes
MONTE VISTA	Yes

MONTROSE	Yes
MONUMENT	Yes
MORRISON	Yes
MOUNTAIN VILLAGE	Yes
MT. CRESTED BUTTE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PAONIA	Yes
PARACHUTE	Yes
PARKER	Yes
PLATTEVILLE	Yes
PUEBLO	Yes
RANGELY	Yes
RIDGWAY	Yes
ROCKY FORD	Yes
SAGUACHE	Yes
SALIDA	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SILT	Yes
SILVERTHORNE	Yes
SNOWMASS VILLAGE	Yes
SOUTH FORK	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
SUMMIT COUNTY	Yes
TELLURIDE	Yes
THORNTON	Yes
TIMNATH	Yes
TRINIDAD	Yes
VAIL	Yes
WESTMINSTER	Yes
WHEAT RIDGE	Yes
WINDSOR	Yes
WINTER PARK	Yes
WOODLAND PARK	Yes
YUMA	Yes

<b>Library</b>	
ALAMOSA	Yes
AURORA	Yes
BENNETT	Yes
BROOMFIELD	Yes
BURLINGTON	Yes
CANON CITY	Yes
CORTEZ	Yes
DACONO	Yes
DENVER	Yes
DURANGO	Yes
ENGLEWOOD	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FRISCO	Yes
HAXTUN	Yes
IGNACIO	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAMAR	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes

MONUMENT	Yes
PLATTEVILLE	Yes
PUEBLO	Yes
ROCKY FORD	Yes
STERLING	Yes
SUMMIT COUNTY	Yes
TRINIDAD	Yes
VAIL	Yes
WELLINGTON	Yes
WESTMINSTER	Yes
YUMA	Yes

<b>Marinas</b>	
DILLON	Yes
FRISCO	Yes
GRAND LAKE	Yes

<b>Mental Health Services</b>	
AURORA	Yes
DENVER	Yes
SUMMIT COUNTY	Yes

<b>Municipal Court</b>	
ALAMOSA	Yes
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
AVON	Yes
BASALT	Yes
BENNETT	Yes
BERTHOUD	Yes
BLACK HAWK	Yes
BLANCA	Yes
BLUE RIVER	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes
CEDAREdge	Yes
CHERRY HILLS VILLAGE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DENVER	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
ESTES PARK	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FIRESTONE	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes

FOUNTAIN	Yes
FREDERICK	Yes
FRISCO	Yes
FRUITA	Yes
GILCREST	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
GREEN MOUNTAIN FALLS	Yes
GREENWOOD VILLAGE	Yes
GUNNISON	Yes
GYP SUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
KIOWA	Yes
KREMMLING	Yes
LAFAYETTE	Yes
LAKE CITY	Yes
LAKEWOOD	Yes
LAMAR	Yes
LEADVILLE	Yes
LONE TREE	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MEAD	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MORRISON	Yes
MOUNTAIN VILLAGE	Yes
MT. CRESTED BUTTE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PAONIA	Yes
PARACHUTE	Yes
PARKER	Yes
PLATTEVILLE	Yes
PUEBLO	Yes
RANGELY	Yes
ROCKY FORD	Yes
SAGUACHE	Yes
SALIDA	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SILT	Yes
SILVERTHORNE	Yes
SNOWMASS VILLAGE	Yes
SOUTH FORK	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes

TIMNATH	Yes
TRINIDAD	Yes
VAIL	Yes
WALSENBURG	Yes
WELLINGTON	Yes
WESTCLIFFE	Yes
WESTMINSTER	Yes
WHEAT RIDGE	Yes
WINDSOR	Yes
WINTER PARK	Yes
WOODLAND PARK	Yes
YUMA	Yes

<b>Nursing Home</b>	
MONUMENT	Yes

<b>Parks</b>	
ALAMOS	Yes
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
AVON	Yes
BASALT	Yes
BENNETT	Yes
BERTHOUD	Yes
BLACK HAWK	Yes
BLANCA	Yes
BLUE RIVER	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes
CEDAREGE	Yes
CHERRY HILLS VILLAGE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DENVER	Yes
DILLON	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
ESTES PARK	Yes
EVANS	Yes
FIRESTONE	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FREDERICK	Yes
FRISCO	Yes
FRUITA	Yes
GILCREST	Yes
GLENDALE	Yes



GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
GREEN MOUNTAIN FALLS	Yes
GREENWOOD VILLAGE	Yes
GUNNISON	Yes
GYPSUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
KIOWA	Yes
KREMMLING	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAKE CITY	Yes
LAKEWOOD	Yes
LAMAR	Yes
LEADVILLE	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MEAD	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MORRISON	Yes
MOUNTAIN VILLAGE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PAONIA	Yes
PARACHUTE	Yes
PARKER	Yes
PLATTEVILLE	Yes
PONCHA SPRINGS	Yes
PUEBLO	Yes
RIDGWAY	Yes
ROCKY FORD	Yes
SAGUACHE	Yes
SALIDA	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SILT	Yes
SILVERTHORNE	Yes
SNOWMASS VILLAGE	Yes
SOUTH FORK	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes
TIMNATH	Yes
TRINIDAD	Yes
VAIL	Yes
WALSENBURG	Yes
WELLINGTON	Yes
WESTCLIFFE	Yes

WESTMINSTER	Yes
WHEAT RIDGE	Yes
WINDSOR	Yes
WINTER PARK	Yes
WOODLAND PARK	Yes
YUMA	Yes

#### Performing Arts

ASPEN	Yes
AURORA	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
DENVER	Yes
DILLON	Yes
FORT COLLINS	Yes
GLENWOOD SPRINGS	Yes
LAKEWOOD	Yes
LONE TREE	Yes
LONGMONT	Yes
MONTROSE	Yes
MONUMENT	Yes
NORTHGLENN	Yes
PARKER	Yes
SALIDA	Yes
THORNTON	Yes

#### Planning/Community Development

ALAMOSA	Yes
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
AVON	Yes
BASALT	Yes
BENNETT	Yes
BERTHOUD	Yes
BLACK HAWK	Yes
BLANCA	Yes
BLUE RIVER	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes
CEDAREIDGE	Yes
CHERRY HILLS VILLAGE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DENVER	Yes
DILLON	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
ESTES PARK	Yes
EVANS	Yes

FEDERAL HEIGHTS	Yes
FIRESTONE	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FREDERICK	Yes
FRISCO	Yes
FRUITA	Yes
GILCREST	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
GREEN MOUNTAIN FALLS	Yes
GREENWOOD VILLAGE	Yes
GUNNISON	Yes
GYP SUM	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
KIOWA	Yes
KREMMLING	Yes
LAFAYETTE	Yes
LAKE CITY	Yes
LAKEWOOD	Yes
LAMAR	Yes
LARKSPUR	Yes
LONE TREE	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MEAD	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MORRISON	Yes
MOUNTAIN VILLAGE	Yes
MT. CRESTED BUTTE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PAONIA	Yes
PARACHUTE	Yes
PARKER	Yes
PLATTEVILLE	Yes
PONCHA SPRINGS	Yes
PUEBLO	Yes
RANGELY	Yes
RIDGWAY	Yes
ROCKY FORD	Yes
SALIDA	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SILT	Yes
SILVERTHORNE	Yes
SNOWMASS VILLAGE	Yes
SPRINGFIELD	Yes

STEAMBOAT SPRINGS	Yes
SUMMIT COUNTY	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes
TIMNATH	Yes
VAIL	Yes
WELLINGTON	Yes
WESTMINSTER	Yes
WHEAT RIDGE	Yes
WINDSOR	Yes
WINTER PARK	Yes
WOODLAND PARK	Yes
YUMA	Yes

<b>Public Works (street maintenance and related)</b>	
ALAMOSA	Yes
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
AVON	Yes
BASALT	Yes
BENNETT	Yes
BERTHOUD	Yes
BLACK HAWK	Yes
BLANCA	Yes
BLUE RIVER	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes
CEDAREDGE	Yes
CHERRY HILLS VILLAGE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DENVER	Yes
DILLON	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
ESTES PARK	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FIRESTONE	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FREDERICK	Yes
FRISCO	Yes
FRUITA	Yes
GILCREST	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes

GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
GREEN MOUNTAIN FALLS	Yes
GREENWOOD VILLAGE	Yes
GUNNISON	Yes
GYPSUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
KIOWA	Yes
KREMMLING	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAKE CITY	Yes
LAKEWOOD	Yes
LAMAR	Yes
LEADVILLE	Yes
LONE TREE	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MEAD	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MORRISON	Yes
MOUNTAIN VILLAGE	Yes
MT. CRESTED BUTTE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PAONIA	Yes
PARACHUTE	Yes
PARKER	Yes
PLATTEVILLE	Yes
PONCHA SPRINGS	Yes
PUEBLO	Yes
RANGELY	Yes
RIDGWAY	Yes
ROCKY FORD	Yes
SAGUACHE	Yes
SALIDA	Yes
SEVERANCE	Yes
SHERIDAN	Yes
SILT	Yes
SILVERTHORNE	Yes
SNOWMASS VILLAGE	Yes
SOUTH FORK	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
SUMMIT COUNTY	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes
TIMNATH	Yes
TRINIDAD	Yes
VAIL	Yes

WALSENBURG	Yes
WELLINGTON	Yes
WESTCLIFFE	Yes
WESTMINSTER	Yes
WHEAT RIDGE	Yes
WINDSOR	Yes
WINTER PARK	Yes
WOODLAND PARK	Yes
YUMA	Yes

#### Rail Transportation

#### Recreation

ALAMOSA	Yes
ASPEN	Yes
AURORA	Yes
AVON	Yes
BASALT	Yes
BENNETT	Yes
BERTHOUD	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes
CHERRY HILLS VILLAGE	Yes
COLORADO SPRINGS	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DENVER	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
EVANS	Yes
FIRESTONE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FRISCO	Yes
FRUITA	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
GREEN MOUNTAIN FALLS	Yes
GREENWOOD VILLAGE	Yes
GUNNISON	Yes
GYPSUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
LA JUNTA	Yes

LAFAYETTE	Yes
LAKE CITY	Yes
LAKEWOOD	Yes
LAMAR	Yes
LARKSPUR	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MEAD	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MOUNTAIN VILLAGE	Yes
MT. CRESTED BUTTE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PAGOSA SPRINGS	Yes
PARKER	Yes
PLATTEVILLE	Yes
PUEBLO	Yes
ROCKY FORD	Yes
SAGUACHE	Yes
SALIDA	Yes
SEVERANCE	Yes
SILT	Yes
SILVERTHORNE	Yes
SNOWMASS VILLAGE	Yes
SOUTH FORK	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes
TRINIDAD	Yes
WELLINGTON	Yes
WESTMINSTER	Yes
WHEAT RIDGE	Yes
WINDSOR	Yes
WINTER PARK	Yes
WOODLAND PARK	Yes
YUMA	Yes

<b>Recycling</b>	
ALAMOSA	Yes
ASPEN	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
DACONO	Yes
DENVER	Yes
DURANGO	Yes
FIRESTONE	Yes
FORT COLLINS	Yes
FOUNTAIN	Yes
FRISCO	Yes
FRUITA	Yes
GLENWOOD SPRINGS	Yes
GUNNISON	Yes
GYPSUM	Yes
HAYDEN	Yes
IGNACIO	Yes

LAFAYETTE	Yes
LAKEWOOD	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MONTROSE	Yes
MONUMENT	Yes
MOUNTAIN VILLAGE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
PONCHA SPRINGS	Yes
RIDGWAY	Yes
SILT	Yes
SNOWMASS VILLAGE	Yes
SPRINGFIELD	Yes
SUMMIT COUNTY	Yes
TELLURIDE	Yes
THORNTON	Yes
VAIL	Yes
WESTMINSTER	Yes
WINDSOR	Yes
YUMA	Yes

<b>Sewer</b>	
ALAMOSA	Yes
AURORA	Yes
BENNETT	Yes
BERTHOUD	Yes
BLANCA	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BURLINGTON	Yes
CARBONDALE	Yes
CEDAREdge	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DELTA	Yes
DENVER	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
ESTES PARK	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FRUITA	Yes
GILCREST	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GREELEY	Yes
GUNNISON	Yes
GYPSUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
KIOWA	Yes
LA JUNTA	Yes
LAFAYETTE	Yes



LAKE CITY	Yes
LAMAR	Yes
LARKSPUR	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MEAD	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MORRISON	Yes
MOUNTAIN VILLAGE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PAGOSA SPRINGS	Yes
PALISADE	Yes
PAONIA	Yes
PLATTEVILLE	Yes
PUEBLO	Yes
RANGELY	Yes
RIDGWAY	Yes
ROCKY FORD	Yes
SAGUACHE	Yes
SALIDA	Yes
SEVERANCE	Yes
SILT	Yes
SILVERTHORNE	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes
TRINIDAD	Yes
WALSENBURG	Yes
WELLINGTON	Yes
WESTMINSTER	Yes
WINDSOR	Yes
WOODLAND PARK	Yes
YUMA	Yes

<b>Solid Waste Collection</b>	
ALAMOSA	Yes
BLANCA	Yes
BURLINGTON	Yes
COMMERCE CITY	Yes
CORTEZ	Yes
DENVER	Yes
DURANGO	Yes
ENGLEWOOD	Yes
ERIE	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT MORGAN	Yes
GILCREST	Yes
GLENWOOD SPRINGS	Yes
GRAND JUNCTION	Yes
GREELEY	Yes
GUNNISON	Yes
GYPSUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes

LA JUNTA	Yes
LAFAYETTE	Yes
LAMAR	Yes
LONE TREE	Yes
LONGMONT	Yes
LOVELAND	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MT. CRESTED BUTTE	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
PAONIA	Yes
PLATTEVILLE	Yes
ROCKY FORD	Yes
SILT	Yes
SILVERTHORNE	Yes
SNOWMASS VILLAGE	Yes
STERLING	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes
WELLINGTON	Yes
WINDSOR	Yes
YUMA	Yes

<b>Solid Waste Landfill</b>	
DENVER	Yes
DURANGO	Yes
ERIE	Yes
GLENWOOD SPRINGS	Yes
LAMAR	Yes
MONTE VISTA	Yes
SPRINGFIELD	Yes
SUMMIT COUNTY	Yes
TRINIDAD	Yes

<b>Water/Culinary</b>	
ALAMOSA	Yes
ARVADA	Yes
ASPEN	Yes
AURORA	Yes
BASALT	Yes
BENNETT	Yes
BERTHOUD	Yes
BLACK HAWK	Yes
BLANCA	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
BURLINGTON	Yes
CANON CITY	Yes
CARBONDALE	Yes
CASTLE ROCK	Yes
CEDAREdge	Yes
CORTEZ	Yes
CRESTED BUTTE	Yes
CRESTONE	Yes
CRIPPLE CREEK	Yes
DACONO	Yes
DELTA	Yes
DILLON	Yes
DURANGO	Yes
ENGLEWOOD	Yes

ERIE	Yes
ESTES PARK	Yes
EVANS	Yes
FEDERAL HEIGHTS	Yes
FLORENCE	Yes
FORT COLLINS	Yes
FORT LUPTON	Yes
FORT MORGAN	Yes
FOUNTAIN	Yes
FREDERICK	Yes
FRISCO	Yes
GILCREST	Yes
GLENDALE	Yes
GLENWOOD SPRINGS	Yes
GOLDEN	Yes
GRANBY	Yes
GRAND JUNCTION	Yes
GRAND LAKE	Yes
GREELEY	Yes
GUNNISON	Yes
GYPSUM	Yes
HAXTUN	Yes
HAYDEN	Yes
IGNACIO	Yes
KERSEY	Yes
KIOWA	Yes
KREMMLING	Yes
LA JUNTA	Yes
LAFAYETTE	Yes
LAKE CITY	Yes
LAMAR	Yes
LARKSPUR	Yes
LONGMONT	Yes
LOUISVILLE	Yes
LOVELAND	Yes
MANITOU SPRINGS	Yes
MONTE VISTA	Yes
MONTROSE	Yes
MONUMENT	Yes
MORRISON	Yes
NEW CASTLE	Yes
NORTHGLENN	Yes
OURAY	Yes
PALISADE	Yes
PAONIA	Yes
PARACHUTE	Yes
PONCHA SPRINGS	Yes
RANGELY	Yes
RIDGWAY	Yes
ROCKY FORD	Yes
SAGUACHE	Yes
SALIDA	Yes
SEVERANCE	Yes
SILT	Yes
SILVERTHORNE	Yes
SPRINGFIELD	Yes
STEAMBOAT SPRINGS	Yes
STERLING	Yes
SUMMIT COUNTY	Yes
SUPERIOR	Yes
TELLURIDE	Yes
THORNTON	Yes
TRINIDAD	Yes
WALSENBURG	Yes
WINDSOR	Yes

WOODLAND PARK	Yes
YUMA	Yes

**Water/Secondary, Irrigation**

ASPEN	Yes
BLACK HAWK	Yes
BRECKENRIDGE	Yes
BROOMFIELD	Yes
BUENA VISTA	Yes
CASTLE ROCK	Yes
ENGLEWOOD	Yes
ESTES PARK	Yes
FIRESTONE	Yes
FREDERICK	Yes
IGNACIO	Yes
KIOWA	Yes
LA JUNTA	Yes
LARKSPUR	Yes
LONGMONT	Yes
MONUMENT	Yes
MOUNTAIN VILLAGE	Yes
NEW CASTLE	Yes
PLATTEVILLE	Yes
RANGELY	Yes
RIDGWAY	Yes
SAGUACHE	Yes
SEVERANCE	Yes
SILT	Yes
TELLURIDE	Yes
THORNTON	Yes
WELLINGTON	Yes
WINDSOR	Yes
WOODLAND PARK	Yes

**Weed/Pest/Vector Control**

BLACK HAWK	Yes
BROOMFIELD	Yes
DENVER	Yes
FIRESTONE	Yes
FOUNTAIN	Yes
GILCREST	Yes
GUNNISON	Yes
LONGMONT	Yes
MONUMENT	Yes
PARKER	Yes
PLATTEVILLE	Yes
RANGELY	Yes
RIDGWAY	Yes
SAGUACHE	Yes
SEVERANCE	Yes
SUMMIT COUNTY	Yes
THORNTON	Yes

**Youth Services**

AVON	Yes
BRECKENRIDGE	Yes
BRIGHTON	Yes
COMMERCE CITY	Yes
DENVER	Yes
GLENDALE	Yes
GOLDEN	Yes
LAFAYETTE	Yes
LONE TREE	Yes
LONGMONT	Yes

LOUISVILLE	Yes
MONTROSE	Yes
MONUMENT	Yes
MOUNTAIN VILLAGE	Yes
PARKER	Yes
STERLING	Yes
SUMMIT COUNTY	Yes
TELLURIDE	Yes
THORNTON	Yes

**Colorado Municipal League**  
**Fire/EMS Benefits Category Summary Report**  
**4/13/2020**

Entity	Last Updated	Description
VAIL	03/17/2016	
DENVER	03/10/2016	
GOLDEN	02/21/2017	Approximately 30-35% TCV for full-time employee.
COLORADO SPRINGS	02/19/2020	
FORT COLLINS	03/21/2016	
CASTLE ROCK	03/09/2016	Life insurance value is based upon a \$50K average salary at \$.185 per \$1000 of insured value. Retirement 6% is a 401(a) contribution.
PUEBLO	02/29/2016	
GRAND JUNCTION	02/15/2017	
AURORA	02/03/2012	
FEDERAL HEIGHTS	03/15/2016	FFPA @ 2%
FORT LUPTON	03/29/2016	LTD is FPPA for AD&D 2.6%
GLENWOOD SPRINGS	03/28/2016	401k - 4% Base (29,560) 401k - 3% Match (22,170) 401a ? 7.5% Match (19,260) (Police/Fire Only-City does not pay the 6.2% FICA tax for these employees)
LAFAYETTE	02/20/2019	
LONGMONT	04/01/2016	
STERLING	03/18/2016	
THORNTON	03/28/2018	
WESTMINSTER	02/22/2017	Medical / Dental is a blended rate. Survivor Income benefit is .62% of insured earnings. (Life Insurance calculated by multiplying average salary divided by \$1000.00 times the City's Life Insurance Rate-currently at .19) STD is self-funded coming out of individuals department budget at 60% for a maximum of 480 hours after 480 hours of Major Illness leave pay at 100%. (entered 1 cent in the dollar field on each of the categories)
CRIPPLE CREEK	03/01/2018	
LAMAR	03/28/2018	The City also contributes .0270 of salary into FPAA for sworn fire personnel.
MANITOU SPRINGS	02/26/2016	
FOUNTAIN	03/16/2016	Retirement is an FPPA plan; mandatory employee participation upon hire. % Adjustment is for a 4% 457 Deferred Comp; plus 1.3% Statewide death and disability plan.
TIMNATH	05/03/2011	Up to \$800 per month (only to amt of premiums) toward health, dental, life & health. If you don't use it, you lose it - no cash paid out.

**Colorado Municipal League**  
**Fire/EMS Dental Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
AURORA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CASTLE ROCK	\$41.76	\$38.96	93.30%	\$90.34	\$78.52	86.92%	\$88.06	\$76.70	87.10%	\$122.44	\$104.18	85.09%
COLORADO SPRINGS	\$48.00	\$34.00	70.83%	\$110.00	\$44.00	40.00%	\$89.00	\$44.00	49.44%	\$135.00	\$44.00	32.59%
CRIPPLE CREEK	\$32.69	\$32.69	100.00%	\$66.70	\$32.69	49.01%	\$87.48	\$32.69	37.37%	\$129.37	\$32.69	25.27%
DENVER	\$39.58	\$25.02	63.21%	\$87.87	\$55.54	63.21%	\$79.16	\$63.33	80.00%	\$140.91	\$112.73	80.00%
ENGLEWOOD	\$47.48	\$42.73	90.00%	\$0.00	\$0.00	0.00%	\$73.53	\$62.50	85.00%	\$119.34	\$95.47	80.00%
FEDERAL HEIGHTS	\$41.23	\$41.23	100.00%	\$76.80	\$61.44	80.00%	\$94.00	\$75.20	80.00%	\$147.87	\$97.59	66.00%
FORT COLLINS	\$58.05	\$47.25	81.40%	\$73.16	\$47.25	64.58%	\$79.65	\$47.25	59.32%	\$90.44	\$47.25	52.24%
FORT LUPTON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
FOUNTAIN	\$39.69	\$39.69	100.00%	\$84.15	\$84.15	100.00%	\$103.59	\$103.59	100.00%	\$144.47	\$144.47	100.00%
GLENWOOD SPRINGS	\$15.23	\$0.00	0.00%	\$32.31	\$0.00	0.00%	\$43.85	\$0.00	0.00%	\$59.08	\$0.00	0.00%
GOLDEN	\$38.40	\$28.80	75.00%	\$0.00	\$0.00	0.00%	\$65.50	\$30.90	47.18%	\$117.62	\$46.72	39.72%
GRAND JUNCTION	\$42.95	\$25.77	60.00%	\$75.46	\$45.28	60.01%	\$101.46	\$60.88	60.00%	\$134.01	\$80.41	60.00%
GREELEY	\$25.00	\$25.00	100.00%	\$0.00	\$0.00	0.00%	\$51.00	\$33.00	64.71%	\$83.00	\$54.00	65.06%
GUNNISON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
LAFAYETTE	\$43.14	\$43.14	100.00%	\$81.30	\$81.30	100.00%	\$94.99	\$94.99	100.00%	\$152.29	\$124.67	81.86%
LAMAR	\$35.20	\$26.40	75.00%	\$70.25	\$52.69	75.00%	\$70.25	\$52.69	75.00%	\$91.25	\$68.44	75.00%
LONGMONT	\$35.26	\$31.73	89.99%	\$71.04	\$31.73	44.66%	\$71.04	\$31.73	44.66%	\$147.16	\$31.73	21.56%
LOVELAND	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
MANITOU SPRINGS	\$40.98	\$11.73	28.62%	\$81.57	\$20.93	25.66%	\$81.57	\$20.93	25.66%	\$142.73	\$30.13	21.11%
PUEBLO	\$32.98	\$25.00	75.80%	\$112.01	\$25.00	22.32%	\$112.01	\$25.00	22.32%	\$112.01	\$25.00	22.32%
SEVERANCE	\$35.00	\$35.00	100.00%	\$72.00	\$62.75	87.15%	\$99.00	\$83.00	83.84%	\$134.00	\$109.25	81.53%
STEAMBOAT SPRINGS	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
STERLING	\$15.65	\$14.08	89.97%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$40.45	\$36.40	89.99%
THORNTON	\$45.18	\$40.66	90.00%	\$0.00	\$0.00	0.00%	\$84.07	\$49.61	59.01%	\$149.34	\$76.16	51.00%
TIMNATH	\$29.80	\$29.80	100.00%	\$64.40	\$0.00	0.00%	\$86.42	\$0.00	0.00%	\$116.09	\$0.00	0.00%
VAIL	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
WESTMINSTER	\$43.19	\$43.19	100.00%	\$82.48	\$43.19	52.36%	\$90.26	\$43.19	47.85%	\$127.84	\$43.19	33.78%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**Fire/EMS Dental Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
AURORA	N		N		0%	
CASTLE ROCK	Y	PPO	N	PPO	93%	Delta Dental
COLORADO SPRINGS	Y	Self	N	Delta Hi-option	0%	Delta Dental of Colorado
CRIPPLE CREEK	Y	PPO	N	PPO	100%	MetLife
DENVER	Y	HMO,PPO	N	PPO	53%	Delta Dental
ENGLEWOOD	Y	PPO	N	only offer 1 plan	91%	Delta Dental
FEDERAL HEIGHTS	Y	PPO	N	PPO	0%	Delta Dental
FORT COLLINS	Y	PPO,Self	N	Comprehensive	100%	Delta Dental
FORT LUPTON	N		Y		0%	
FOUNTAIN	Y		Y		90%	Atena/Mertain
GLENWOOD SPRINGS	Y	PPO	N	Only One Plan Offered	69%	CEBT Dental
GOLDEN	Y	PPO,Self,Dental Base Plan	N	Dental Buy-up Plan	61%	Delta Dental
GRAND JUNCTION	Y	Self	N	n/a - only one plan	94%	Delta Dental
GREELEY	Y	HMO,PPO,Self	N	PPO	64%	Delta Dental
GUNNISON	N		N		0%	
LAFAYETTE	Y	PPO	N	PPO	78%	Delta Dental of Colorado
LAMAR	Y	INDEM	Y		90%	County Health
LONGMONT	Y	PPO	N	Only offer one plan	94%	Delta Dental
LOVELAND	N		N		0%	
MANITOU SPRINGS	Y	PPO,pre-negotiated discounts	Y	Alpha Dental	60%	Beta Health Association Inc
PUEBLO	Y	PPO,DMO	N	PPO	95%	AETNA
SEVERANCE	Y		Y		100%	Delta Dental
STEAMBOAT SPRINGS	Y	POS	Y		98%	self funded
STERLING	Y	PPO	N	Plan B without ortho	50%	County Health Pool
THORNTON	Y	PPO,EPO	N	EPO	52%	Delta Dental
TIMNATH	Y	PPO	Y	PPO	100%	United Health Dental
VAIL	Y	Self	Y		90%	Cigna
WESTMINSTER	Y	PPO, self funded	Y	PPO	90%	Delta Dental
YUMA	N		N		0%	



Colorado Municipal League  
Fire/EMS HSA Benefits Summary Report  
4/13/2020

Section A: Details

Entity	Ins	Provider	Prem Waive	Emplr Contribution						
VAIL	Y			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
DENVER	Y	Denver Fire CU	N	100.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	3,350.00	1,500.00	3,000.00	78.84	300.17
					Double	6,750.00	3,000.00	6,000.00	161.82	616.18
					Family	6,750.00	3,000.00	6,000.00	227.97	868.03
GOLDEN	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
COLORADO SPRINGS	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
GREELEY	Y	Ameriflex	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	336.00	3,500.00	2,500.00	735.42	591.42
					Double	720.00	7,000.00	7,000.00	1,514.70	1,440.00
					Family	864.00	7,000.00	7,000.00	1,775.00	1,488.00
PUEBLO	Y	Optum Bank	N	800.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	800.00	2,500.00	2,500.00	787.93	787.93
					Double	800.00	4,000.00	4,000.00	1,646.81	1,543.48
					Family	800.00	4,000.00	4,000.00	1,930.46	1,826.57
GRAND JUNCTION	Y	Cigna	N	62.50	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	4,000.00	6,650.00	509.12	435.03
					Double	0.00	8,000.00	13,300.00	1,108.25	870.00
					Family	0.00	8,000.00	13,300.00	1,108.25	1,152.88
COMMERCE CITY	Y			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
FORT LUPTON	Y			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	3,000.00	0.00	474.08	402.96
					Double	0.00	0.00	0.00	938.68	670.82
					Family	0.00	0.00	0.00	1,351.14	877.04
GLENWOOD SPRINGS	Y	Discovery Benefits		0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
LAFAYETTE	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
LONGMONT	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00

					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LOVELAND	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
STERLING	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
WESTMINSTER	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
CRIPPLE CREEK	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
GUNNISON	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LAMAR	Y	County Health Pool - CTSI	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	3,450.00	2,500.00	5,000.00	608.00	456.00	20.00
					<b>Double</b>	6,900.00	5,000.00	6,850.00	1,140.00	855.00	20.00
					<b>Family</b>	6,900.00	5,000.00	6,850.00	1,402.00	1,051.50	20.00
MANITOU SPRINGS	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
FOUNTAIN	Y		N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	1,500.00	2,000.00	2,000.00	475.35	405.27	100.00
					<b>Double</b>	1,500.00	4,000.00	4,000.00	1,061.88	905.90	100.00
					<b>Family</b>	1,500.00	4,000.00	4,000.00	1,565.92	1,334.20	100.00

Section B: Comments

Entity	Comments
VAIL	
DENVER	Annual Load = Max IRS allowable
GOLDEN	
COLORADO SPRINGS	
GREELEY	
PUEBLO	Costs change for use of a Non-Network Provider
GRAND JUNCTION	Employee must match the City's contribution of \$750, if family or double coverage plan the Employer annual contribution is \$1,500.
COMMERCE CITY	
FORT LUPTON	
GLENWOOD SPRINGS	
LAFAYETTE	
LONGMONT	
LOVELAND	
STERLING	
WESTMINSTER	
CRIPPLE CREEK	
GUNNISON	
LAMAR	A local financial institutions administrator's the Health Savings Account

MANITOU SPRINGS	
FOUNTAIN	Deductible max is for in-network benefits

**Colorado Municipal League**  
**Fire/EMS Health Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
AURORA	\$585.26	\$540.72	92.39%	\$1,133.20	\$1,032.34	91.10%	\$1,133.20	\$1,032.34	91.10%	\$1,549.76	\$1,372.54	88.56%
CASTLE ROCK	\$565.26	\$531.20	93.97%	\$1,220.94	\$1,011.30	82.83%	\$1,192.66	\$989.14	82.94%	\$1,656.18	\$1,312.50	79.25%
COLORADO SPRINGS	\$565.00	\$532.00	94.16%	\$1,142.00	\$959.00	83.98%	\$1,088.00	\$925.00	85.02%	\$1,649.00	\$1,400.00	84.90%
COMMERCE CITY	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CRIPPLE CREEK	\$695.03	\$672.28	96.73%	\$1,533.73	\$922.28	60.13%	\$1,251.90	\$922.28	73.67%	\$2,157.32	\$922.28	42.75%
DENVER	\$592.00	\$473.60	80.00%	\$1,212.00	\$969.60	80.00%	\$1,182.00	\$945.60	80.00%	\$1,709.00	\$1,367.20	80.00%
ENGLEWOOD	\$441.41	\$397.27	90.00%	\$0.00	\$0.00	0.00%	\$971.10	\$825.43	85.00%	\$1,456.64	\$1,165.31	80.00%
FEDERAL HEIGHTS	\$702.00	\$702.00	100.00%	\$1,428.00	\$1,175.82	82.34%	\$1,321.00	\$1,087.71	82.34%	\$1,716.00	\$1,200.86	69.98%
FORT COLLINS	\$905.31	\$827.50	91.41%	\$1,202.79	\$827.50	68.80%	\$1,134.56	\$827.50	72.94%	\$1,305.14	\$827.50	63.40%
FORT LUPTON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
FOUNTAIN	\$705.40	\$599.60	85.00%	\$1,567.80	\$1,332.64	85.00%	\$1,453.47	\$1,235.47	85.00%	\$2,322.67	\$1,974.27	85.00%
GLENWOOD SPRINGS	\$885.00	\$740.41	83.66%	\$1,769.00	\$1,479.82	83.65%	\$1,637.00	\$1,369.42	83.65%	\$2,463.00	\$2,060.29	83.65%
GOLDEN	\$765.00	\$591.00	77.25%	\$1,607.00	\$1,222.00	76.04%	\$1,454.00	\$1,104.00	75.93%	\$2,295.00	\$1,686.00	73.46%
GRAND JUNCTION	\$712.78	\$560.74	78.67%	\$1,425.55	\$1,121.47	78.67%	\$1,425.55	\$1,121.47	78.67%	\$1,888.84	\$1,485.94	78.67%
GREELEY	\$817.00	\$684.00	83.72%	\$1,634.00	\$1,308.00	80.05%	\$1,323.00	\$1,059.00	80.05%	\$1,876.00	\$1,500.00	79.96%
GUNNISON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
LAFAYETTE	\$670.59	\$670.59	100.00%	\$1,374.64	\$1,374.64	100.00%	\$1,341.12	\$1,341.12	100.00%	\$1,937.94	\$1,937.94	100.00%
LAMAR	\$696.00	\$522.00	75.00%	\$1,304.00	\$978.00	75.00%	\$1,304.00	\$978.00	75.00%	\$1,601.00	\$1,200.75	75.00%
LONGMONT	\$504.22	\$504.22	100.00%	\$1,028.56	\$873.25	84.90%	\$1,028.56	\$873.25	84.90%	\$2,016.93	\$1,663.97	82.50%
LOVELAND	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
MANITOU SPRINGS	\$647.11	\$475.11	73.42%	\$1,358.92	\$997.72	73.42%	\$1,229.51	\$361.20	29.38%	\$1,941.32	\$180.60	9.30%
PUEBLO	\$834.88	\$834.88	100.00%	\$1,744.91	\$1,543.48	88.46%	\$1,586.27	\$1,394.08	87.88%	\$2,045.45	\$1,826.57	89.30%
STEAMBOAT SPRINGS	\$591.00	\$591.00	100.00%	\$1,123.00	\$973.00	86.64%	\$1,123.00	\$973.00	86.64%	\$1,625.00	\$1,425.00	87.69%
STERLING	\$698.00	\$628.19	90.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$1,687.00	\$1,518.29	90.00%
THORNTON	\$935.93	\$823.63	88.00%	\$0.00	\$0.00	0.00%	\$1,858.38	\$1,486.70	80.00%	\$2,636.00	\$2,029.72	77.00%
TIMNATH	\$540.18	\$540.18	100.00%	\$1,100.40	\$800.00	72.70%	\$1,071.49	\$800.00	74.66%	\$1,375.50	\$800.00	58.16%
VAIL	\$1,074.35	\$954.35	88.83%	\$2,148.71	\$1,788.71	83.25%	\$1,933.84	\$1,633.84	84.49%	\$3,008.18	\$2,508.18	83.38%
WESTMINSTER	\$723.99	\$647.27	89.40%	\$1,582.24	\$1,282.06	81.03%	\$1,530.28	\$1,238.58	80.94%	\$2,274.06	\$1,673.58	73.59%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**Fire/EMS Health Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees		
							Plan	%	Provider
AURORA	Y	01/2016	HMO,Kaiser HDHP & Trip Option	Y	Y	Y	DHMO	82%	Kaiser Permanente
CASTLE ROCK	Y	01/2018	PPO,Partially self funded	Y	Y	N	PPO	0%	Aetna
COLORADO SPRINGS	Y	01/2020	Self	Y	Y	N	Advantage Plan	0%	Anthem Blue Cross Blue Sheild
COMMERCE CITY	N			N	N	N		0%	
CRIPPLE CREEK	Y	01/2020	PPO	Y	Y	N	EPO	100%	United Healthcare
DENVER	Y	01/2018	HMO,POS	Y	Y	Y	HMO	72%	Kaiser
ENGLEWOOD	Y	01/2014	HMO,INDEM,PPO	Y	Y	N	Kaiser DHMO	85%	Kaiser Permanente
FEDERAL HEIGHTS	Y	01/2016	HMO,PPO	Y	Y	Y	EPO	0%	Anthem
FORT COLLINS	Y	01/2016	PPO,Self,2 PPO Plans	Y	Y	Y	ADVANTAGE PPO Plan	0%	UMR
FORT LUPTON	N			N	N	N		0%	
FOUNTAIN	Y	10/2015	PPO	Y	Y	Y	Plan A	76%	Atena
GLENWOOD SPRINGS	Y	01/2017	PPO,FSA	Y	Y	N	PPO IV	50%	CEBT-Willis HRH of Colorado
GOLDEN	Y	01/2019	PPO, Self Funded	Y	Y	Y	OAP	50%	Great West/CIGNA
GRAND JUNCTION	Y	01/2020	HMO,PPO,Partially self funded	Y	Y	Y	Cigna - Classic	48%	Cigna
GREELEY	Y	01/2016	PPO	Y	Y	Y	PPO	45%	Cigna
GUNNISON	N	01/2020		N	N	N		0%	
LAFAYETTE	Y	01/2019	HMO	Y	Y	Y	HMO	98%	Kaiser Permanente
LAMAR	Y	01/16	PPO	Y	Y	Y	PPO	60%	County Health Pool
LONGMONT	Y	01/2020	HMO,POS	Y	Y	N	Kaiser HMO	80%	Kaiser Permanente
LOVELAND	N	01/2017		N	N	N		0%	
MANITOU SPRINGS	Y	01/2016	PPO	Y	Y	N	Cigna	50%	Cigna Healthcare
PUEBLO	Y	01/2020	HMO,PPO	Y	Y	Y	HSA	89%	Anthem Blue Cross Blue Shield
STEAMBOAT SPRINGS	Y	02/2012	PPO	Y	N	N		98%	Self Funded Administered by Regional Care Inc.
STERLING	Y	01/2018	PPO	Y	Y	Y	Plan B \$1000 Deductible	63%	County Health Pool
THORNTON	Y	03/2018	HMO	Y	Y	Y	OAP IN-NETWORK	70%	CIGNA
TIMNATH	Y	07/2012	HMO,PPO	Y	Y	Y	HMO	100%	United Healthcare
VAIL	Y	01/2020	Self	Y	N	Y	ONLY ONE PLAN	90%	Cigna
WESTMINSTER	Y	01/2020	POS,Self,DHMO	Y	Y	N	POS	89%	AETNA / KAISER
YUMA	N			N	N	N		0%	

**Colorado Municipal League**  
**Fire/EMS Holiday Summary Report**  
**4/13/2020**

Entity	Days/ Year	Practices
AURORA	9	New Years Day Martin Luther King Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Christmas Day 24 hr shift employees shall receive 8 hrs pay in lieu of time off.
BLACK HAWK	12	
CASTLE ROCK	9	New Years, MLK Jr., Presidents', Memorial, Independence, Labor, Veterans, Thanksgiving, and Christmas Days.
COLORADO SPRINGS	10	New Year's; Martin Luther King; Presidents' Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving and the day after; Christmas.
CRIPPLE CREEK	12	New Year's, Martin Luther King, Presidents', Memorial, Independence, Labor, Columbus, Veteran's, Thanksgiving + Day after, Christmas-12/24 and 12/25
DENVER	10	New Year's Day; Martin Luther King, Jr. Day; Presidents' Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Christmas Day; Birthday
ENGLEWOOD	0	(1) Receive .5 additional hourly rate of pay for time worked on a City holiday. (2) Receive a Holiday bank of 96 hours. Any hours left in bank as of October 31st transferred 1:1 to comp time bank.
ESTES PARK	0	
FEDERAL HEIGHTS	0	New Years Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, one half (1/2) day on Christmas Eve and Christmas Day.
FORT COLLINS	9	New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Christmas Day
FOUNTAIN	11	New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Eve (Half Day), Christmas Day, New Year's Eve (Half Day).
GLENWOOD SPRINGS	9	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving day Day after Thanksgiving day Christmas Eve (last scheduled working day before Christmas) Christmas Day
GOLDEN	9	New Year's Day, MLK Day, President's Day, Memorial Day, 4th of July Observed, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day,
GRAND JUNCTION	9	In addition to PTO sworn fire employees are paid for 9 holidays per year whether they work the holiday or not.
GREELEY	11	
GUNNISON	0	
LAFAYETTE	9	New Year's Day, MLK's B-day, Presidents' Day, Memorial Day, 4th of July, Labor Day, Veterans' Day, Thanksgiving, Christmas Day; if Christmas Eve falls on a weekday, then off 1/2 day.
LAMAR	9	New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and day after; Christmas and a day in conjunction with.
LONGMONT	10	New Year's Day, Martin Luther Kings, Jr. Day, President's Day, Veteran's Day, Thanksgiving, Day After Thanksgiving, Christmas Day, Memorial Day, Labor Day, Independence Day
LOVELAND	0	
MANITOU SPRINGS	11	New Year's Day Martin Luther King's Birthday Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Day
PALISADE	11	New Year's Day, Martin Luther King, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and either the day before or after Christmas as determined by the Town Administer
PUEBLO	0	6 PERSONAL DAYS (144 HOURS) ACCRUED IN LIEU OF HOLIDAYS. (See above)
ROCKY FORD	7	New Years, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving & Christmas.
STEAMBOAT SPRINGS	9	New Years Day, Martin Luther King's B-day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
STERLING	0	
THORNTON	0	128 hrs paid on an annual basis per collectively bargained agreement
TIMNATH	10	New Years MLK Jr. President's Memorial Independence Labor Thanksgiving Friday after Thanksgiving Christmas One floating (usually around Christmas/New Year's)
VAIL	0	included in vacation/holiday - double time for non-exempt on 6 designated days/yr if worked.
WESTMINSTER	9	Includes 1 floating holiday. (10 hours)
WOODLAND PARK	11	NEW YEARS DAY, MARTIN LUTHER KING, PRESIDENTS DAY, MEMORIAL DAY, 4TH OF JULY, LABOR DAY, VETERANS DAY, THANKSGIVING AND THE DAY AFTER, CHRISTMAS EVE, CHRISTMAS DAY. FALLS ON A SATURDAY, OBSERVED ON FRIDAY. HOLIDAY FALLS ON A SUNDAY, OBSERVED ON MONDAY
YUMA	0	

**Colorado Municipal League**  
**Fire/EMS LTD Summary Report**  
**4/13/2020**

Entity	LTD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
CASTLE ROCK	Y		90 days	100.00%	\$.365/\$100	60% of monthly income	\$7,000 per month
COLORADO SPRINGS	Y		180 days	0.00%	graded sch. based on sal., age & vesting class	yes	\$7500 per month
COMMERCE CITY				0.00%			
CRIPPLE CREEK	Y		90 calendar days	100.00%	Monthly Salary/100*.56	60% of base	\$6000 per month
DENVER				0.00%			
FEDERAL HEIGHTS	Y	Y	180 days	0.00%			up to \$4,000 per month
FORT COLLINS	Y	Y	90 calendar days	100.00%	\$.462/\$100 mnthly salary	Voya/FPPA	\$7,500 per month
FORT LUPTON	Y			100.00%	Age+Wage Formula		60% of earnings
FOUNTAIN	Y			100.00%	14.72		
GLENWOOD SPRINGS	Y			60.00%		After 90 days of continuous disability	\$5000 Per Week
GOLDEN	Y		180 Days	100.00%	\$.24 per \$100 covered payroll		\$10,000/month
GRAND JUNCTION	Y		90 days	100.00%	.48 per 100	60% of salary	12 months
GREELEY	Y		90 days	100.00%	60% base pay	Yes	10,000
GUNNISON				0.00%			
LAFAYETTE	Y		60 days	100.00%	.48 / \$1,000 of salary		\$6,000 / month
LAMAR				0.00%		Yes	
LONGMONT	Y		90 days	100.00%	0.38 per 100	60% of monthly earnings	\$5000 per month
LOVELAND				0.00%			
MANITOU SPRINGS				0.00%			
PUEBLO	Y		181 DAYS	0.00%			AGE 65
STEAMBOAT SPRINGS	Y		FPPA defined	100.00%		yes	
STERLING	Y		90 days after beginning STD	100.00%	salary/12/100xrate of pay		60%
THORNTON	Y		180 days	100.00%	\$0.27/\$100 of covered Payroll	60%	\$8,000
TIMNATH				0.00%			
VAIL	Y		181 days	100.00%		2.6%	
WESTMINSTER	Y		Covered by FPPA	0.97%	1.83% of base salary	Covered by FPPA	Covered by FPPA
YUMA				0.00%			

**Colorado Municipal League**  
**Fire/EMS Life Insurance Summary Report**  
**4/13/2020**

Entity	Ins	Provider	Employer		Premium Formula	Annual Coverage	Min Payout	Max Payout
			Premium	% Share				
ARVADA	Y	Hartford	Formula used \$.14/\$1,000 for life and AD&D \$.02/\$1,000	100.00%	\$.16/\$1,000 coverage	2 times base salary for all non sworn employees	2 times base salary for all non sworn employees	\$300,000
CASTLE ROCK	Y	Hartford Life and Accident Insurance Company	\$.145/\$1,000 for life; \$.04/\$1,000 for AD&D.	100.00%	\$.185/\$1,000 of coverage per month	1 times base annual salary	1 times base annual salary	\$150,000
COLORADO SPRINGS	Y	Aetna Life Insurance	\$.125 per \$1000 of coverage	100.00%	\$.155 per \$1000 of coverage	1.5 X Annual Salary	\$10,000	\$500,000
COMMERCE CITY				0.00%				
CRIPPLE CREEK	Y	MetLife	\$7.20 Based on \$30K annual salary	100.00%	.24 cents per \$1,000 of coverage	1x salary min of \$20,000 max of \$50,000	\$20,000 Life and \$20,000 AD&D	\$50,000 Life and \$50,000 AD&D
DENVER	Y	Standard Life		100.00%	\$.26 per \$1000 of coverage	1.5 X Salary		300000
ENGLEWOOD	Y	Lincoln Financial Group	.16/1000	100.00%	.188/1000	1x salary	35,000	1x salary
FEDERAL HEIGHTS	Y	CEBT	3.5	100.00%	3.5	25000		
FORT COLLINS	Y	Voya/Relia Star	\$.13/\$1,000 annual salary	100.00%	\$.145/\$1,000 annual salary	1 x annual salary	\$20,000	\$500,000
FORT LUPTON				0.00%				
FOUNTAIN	Y		\$9.24	100.00%		2XAnnual Salary	2XAnnual Salary	\$100,000
GLENWOOD SPRINGS	Y	CEBT	13.99	100.00%	1.5 x Salary(rounded to the next higher \$1,000) x	1 1/2 times BasicAnnual Earnings Rounded Up \$1,000	\$2,000	\$300,000
GOLDEN	Y	Lincoln Financial	\$14.50 Based upon and average Salary of \$50K	100.00%	\$.145/\$1,000	2 x annual salary up to max 400,000.00	1,000	400,000
GRAND JUNCTION	Y	VOYA	formula for basic earnings (.15/1000 life, .03/1000 ad&d)	100.00%	.08 per 1000	1 x annual salary		350,000
GREELEY	Y	Sun Life	.12/1000 covered benefit approx. \$16.78 per/ee/mo.	100.00%	.145/1000 covered benefit	1.5 times base pay	\$10,000	\$400,000
GUNNISON				0.00%				
LAFAYETTE	Y	The Hartford	One times annual salary	100.00%	.17/\$1000 LIFE, .03/\$1000 AD&D	1 x annual salary	\$1,000	\$150,000
LAMAR	Y	Anthem Life Insurance	\$10.75 a person/per month	100.00%	21.5 per \$1000	\$50,000	\$15,000	\$50,000
LONGMONT	Y	Unum		100.00%	\$0.135 per 1000	1.5 times annual salary		\$175,000
LOVELAND				0.00%				
MANITOU SPRINGS	Y	Lincoln National Life Insurance	3.90	100.00%	3.20 for life, .70 for AD&D	\$20,000	\$20,000	\$20,000
PUEBLO	Y	Lincoln Life Insurance	5.63	100.00%	5.63	25,000.00	25,000.00	25,000.00
STEAMBOAT SPRINGS	Y	UNUM Provident		100.00%	.37/1000	1Xannual salary		50,000
STERLING	Y	County Health Pool	Single \$4.80; employee + dependents \$5.58	100.00%		20,000	20,000	40,000
THORNTON	Y	CIGNA LIFE	Formula based on annual salary	100.00%	\$0.10/\$1,000 coverage	1.0 X Annual salary	\$1,000	\$100,000
TIMNATH	Y	United Healthcare	3.4	100.00%	.30/\$1000	\$20000	\$20000	\$20000
VAIL	Y		0	0.00%			50,000	200,000
WESTMINSTER	Y	Hartford Insurance	\$0.14 per \$1,000 of Benefit	100.00%	\$0.21 per \$1,000 of Benefit	1 x annual for non-exempt	\$10,000	\$400,000
YUMA				0.00%				



**Compensation Survey System**  
**Fire/EMS Retirement Summary Report**  
**4/13/2020**

Entity	Num Plans	Administrator	Employer Contrib	Soc Sec	Plans							Ret TCV
						State	401(k)	401(a)	403(b)	457	Other	
STEAMBOAT SPRINGS	2			Y	Plan	Y		Y		Y		6.00%
					Ben/Cont	Ben		Cont				
					Mand/Vol	Mand						
					EE Amt	8%				Optional for employee		
VAIL	2				Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Both		Vol		
					EE Amt							
DENVER	1				Plan	Y				Y		0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt	8.5%				100%		
GOLDEN	3				Plan			Y		Y	Y - RHS	0.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10% sworn, all others 2%		Up to IRS Regulation Max		
COLORADO SPRINGS	0				Plan	Y					Y - FPPA	0.00%
					Ben/Cont	Ben					Ben	
					Mand/Vol						Mand	
					EE Amt	10%					10%	
FORT COLLINS	3			Y	Plan			Y		Y	Y - GERP	7.50%
					Ben/Cont			Cont		Cont	Ben	
					Mand/Vol			Mand		Vol		
					EE Amt			3%		Up to IRS annual maximum	plan closed - only ER contribution	
GREELEY	1				Plan	Y						0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand						
					EE Amt	8%						
CASTLE ROCK	2			Y	Plan					Y	Y - FPPA	6.00%
					Ben/Cont					Both		
					Mand/Vol					Both		
					EE Amt					Set by code	8%	
PUEBLO	1				Plan	Y				Y	Y - ICMA Roth IRA	8.00%
					Ben/Cont	Ben				Cont	Cont	
					Mand/Vol	Mand				Vol	Vol	
					EE Amt	11.00%				MAX ALLOWED BY IRS	MAX ALLOWED BY IRS	
GRAND JUNCTION	2				Plan	Y		Y		Y	Y - FPPA Hybrid Plan	10.65%
					Ben/Cont	Ben		Cont		Cont	Both	
					Mand/Vol	Mand		Mand		Vol	Mand	
					EE Amt	10.5		10.65%			8	
AURORA	2			Y	Plan			Y		Y		10.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			10.5%, with 10.5 City match		IRS allowable		
ALAMOSA	0				Plan						Y -	0.00%
					Ben/Cont						Cont	
					Mand/Vol						Mand	
					EE Amt						10%	
COMMERCE CITY	0				Plan							0.00%

					Ben/Cont							
					Mand/Vol							
					EE Amt							
ENGLEWOOD	3				Plan					Y	Y - Roth IRA	0.00%
					Ben/Cont					Cont		
					Mand/Vol					Vol	Vol	
					EE Amt					Varies	Varies	
FEDERAL HEIGHTS	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Mand		
					EE Amt			11%		2%		
FORT LUPTON	0				Plan							0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt							
GLENWOOD SPRINGS	0				Plan		Y	Y		Y		0.00%
					Ben/Cont		Both	Both		Cont		
					Mand/Vol		Vol	Vol		Vol		
					EE Amt		May contribute up to \$16,500 yrly	7.5%		A Maximum of \$17,000 per year		
LAFAYETTE	3				Plan			Y		Y	Y - FPPA	10.20%
					Ben/Cont			Cont		Cont	Both	
					Mand/Vol			Mand		Vol	Mand	
					EE Amt			2.2%		varies	8.00%	
LONGMONT	3				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			10%				
LOVELAND	3			Y	Plan							9.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt							
STERLING	3			Y	Plan					Y	Y -	7.37%
					Ben/Cont					Cont	Ben	
					Mand/Vol					Vol	Mand	
					EE Amt					Maximum allowed by IRS	10.5% with match of 8% by employer	
THORNTON	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			8% of bi-weekly salary				
WESTMINSTER	2				Plan	Y				Y	Y -	10.00%
					Ben/Cont	Both				Cont	Cont	
					Mand/Vol	Mand				Vol	Vol	
					EE Amt	10-12.5%				IRS guidelines	IRS guidelines; Roth	
FORT MORGAN	0				Plan							0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt							
CRIPPLE CREEK	2			Y	Plan			Y		Y		8.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			11% of salary		Max. of \$18,500 allowed for 2013		
GUNNISON	0				Plan							0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt							
LAMAR	3				Plan			Y		Y		0.00%

					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			8%		Up to 6%		
YUMA	0				Plan							0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt							
MANITOU SPRINGS	2				Plan	Y	Y			Y		18.00%
					Ben/Cont	Ben				Cont		
					Mand/Vol	Mand	Vol			Vol		
					EE Amt	9.5				their decision		
FOUNTAIN	0				Plan					Y	Y - FPPA	0.00%
					Ben/Cont					Cont	Ben	
					Mand/Vol						Mand	
					EE Amt						10.5%	
TIMNATH	1				Plan	Y						0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand						
					EE Amt	8%						

**Colorado Municipal League**  
**Fire/EMS STD Summary Report**  
**4/13/2020**

Entity	STD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
CASTLE ROCK	Y		30 days	100.00%	Self-funded	60% of monthly income	\$3,000 per month
COLORADO SPRINGS	Y		greater of 7 days or exhaustion of sick leave	0.00%	graded sch. based on sal., age & vesting class	yes	\$1250 per week
COMMERCE CITY				0.00%			
CRIPPLE CREEK	Y	Y	7 days	0.00%			
DENVER				0.00%			
FEDERAL HEIGHTS	Y	Y	10 days	0.00%			\$450 per week
FORT COLLINS	Y	Y	14 calendar days	100.00%	\$1.27	Voya	
FORT LUPTON	Y			0.00%			
FOUNTAIN	Y			100.00%	14.58		
GLENWOOD SPRINGS	Y			60.00%	Annual Salary/52*.6=Wkly Cost	1st day accident/ 8th day illness	\$1000 Per Week
GOLDEN	Y		30 Days	100.00%	\$.22 per \$10 benefit		\$2,500/week
GRAND JUNCTION	Y		10 days	100.00%	self funded	75% of salary	627.2 hours
GREELEY	Y		14 days	100.00%	70% base pay	Yes	10,000
GUNNISON				0.00%			
LAFAYETTE	Y		8 days	0.00%	depends upon the salary/age		60% of weekly salary
LAMAR				0.00%		yes	
LONGMONT				0.00%			
LOVELAND				0.00%			
MANITOU SPRINGS				0.00%			
PUEBLO	Y		15 DAYS	0.00%			26 WEEKS
STEAMBOAT SPRINGS	Y		FPPA defined	100.00%		yes	
STERLING	Y		5 shifts (24 hr. shifts)	100.00%	salary/52weeks/70%/10xrate of pay		70%
THORNTON	Y		30 calendar days	100.00%	salary continuation	50%	N/A
TIMNATH				0.00%			
VAIL	Y		3 days	100.00%		2.6%	
WESTMINSTER	Y		After 14 wks of full pay	100.00%	self-insured	60% of base salary	60% of base salary for a maximum of 12 weeks
YUMA				0.00%			

**Colorado Municipal League**  
**Fire/EMS Sick Leave Summary Report**  
**4/13/2020**

Entity	Hours/ Year	Practices
ALAMOSA	0	
AURORA	150	for 24 hr shift (2920 hours of work) and 104 hours per year for 8 hr shift employees
BLACK HAWK	96	
CASTLE ROCK	96	Hours are accrued per pay period. Unused sick leave is carried over w/ max accumulation of 480 hours. Any accrual over max accumulation converts at a rate of two hours sick leave for one hour of vacation.
COLORADO SPRINGS	96	8 hours per month accrual to 1056 hrs; upon retirement will be paid for 1/2 of accrued leave in excess of 480 hrs. As of 1/1/2011, new hires will not get this pay out.
CRIPPLE CREEK	96	The maximum amount of sick leave that may be accumulated is 120 days (960 hrs.). Unused sick leave is not compensable, and is not paid out upon separation of employment.
DENVER	144	Maximum accrual of 720 hours. On December 31st of each year, the current year accrual above the maximum of 720 hours may be converted to cash or vacation leave.
ENGLEWOOD	0	Use one shift of Personal Leave (for each occurrence) then STD kicks in.
ESTES PARK	0	
FEDERAL HEIGHTS	96	Max accrual of 960. Employee may, upon request, receive pay in lieu of accumulated sick leave in excess of 480 hours.
FORT COLLINS	120	
FOUNTAIN	96	Convert three days of Sick Leave hours (equal to number of hours in scheduled work day times three) for one day of vacation (equal to number of hours in scheduled work day). Accrual maximum is 720 hours.
GLENWOOD SPRINGS	96	An employee who has the max hours will thereafter be compensated in money at current rate or in annual leave, at a rate of one half to one. Upon retirement, employees will be paid at their current rate, for unused accrued sick leave up to 960 hours.
GOLDEN	96	Can carryover up to maximum of 480 hours. Anything over 480 is converted to VantageCare Retirement Plan 3 to 1.
GRAND JUNCTION	0	
GREELEY	0	
GUNNISON	0	
LAFAYETTE	135	After 5 years of service, can buy back 1/3 of unused hours over 480 in bank. The bank is not to exceed 720 hours.
LAMAR	80	Employees can accrue up to 720 hours - any hours over 720 is forfeited if un-used. Upon termination of employment sick leave is paid up to 240 hours depending on length of service.
LONGMONT	96	Can accrue without limit but contributions to RHS at termination limited to maximum of 960 hours. Earned but unused sick leave at time of termination or retirement is contributed at half value to the employee's Retirement Health Savings account.
LOVELAND	0	
MANITOU SPRINGS	96	No accrual restrictions, no buy back practice
PALISADE	96	No maximum accrual. Employees are compensated for any unused sick leave when their employment terminates at 55% of employees rate of pay. Medical or dental appointments are not charged against an employees sick leave.
PUEBLO	96	MAXIMUM ACCRUAL IS 1776 HOURS (74 SHIFTS). EMPLOYEES MAY SELL UP TO 96 HOURS FOR 48 HOURS PAY, or 112 HOURS FOR 56 HOURS PAY, SUBJECT TO THE ACCRUAL PLAN UNDER WHICH THEY WERE HIRED.
ROCKY FORD	80	The maximum accrual is 640 hrs. Accrued sick leave hours in excess of 640 hrs shall be paid to the employee at a rate of one (1) hour for each two (2) hours of excess of sick leave.
STEAMBOAT SPRINGS	0	
STERLING	0	Sick leave is included in PTO hours.
THORNTON	144	Accrue 12 hrs/mo per collectively bargained agreement; no conversion or buy back option. Unused balance paid out upon termination in accordance with collectively bargained agreement.
TIMNATH	48	Can accrue up to 144 hours/no conversion/no buy back/no pay out at termination.
VAIL	96	no buy back or conversion
WESTMINSTER	0	PTO - General Leave. Employees needing extended illness leave 2 weeks come out of General Leave Bank than maximum of 12 weeks of Major Illness Leave paid at 100% than maximum STD paid at 60%.
WOODLAND PARK	96	3.69 PER 26 PAY PERIODS. IF EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A 25% PAYOUT OF A MAXIMUM BANK OF 248 HOURS. IF THEY RETIRE AFTER 20 YEARS WITH THE CITY THERE IS A 50% PAYOUT OF A MAXIMUM BANK OF 248 HOURS.
YUMA	0	

# Colorado Municipal League

## Fire/EMS Vacation Summary Report

### 4/13/2020

#### Section A: Hours Per Year by Years of Service

Entity		Years of Service																										
	V/P	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	+	
ALAMOSA	V	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AURORA	V	144	144	168	168	168	168	168	168	168	192	216	240	264	288	288	288	288	288	288	288	288	288	288	288	288	288	288
BLACK HAWK	V	96	96	96	96	96	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	
CASTLE ROCK	V	80	80	96	96	96	120	120	120	120	120	136	136	136	136	136	160	160	160	160	176	176	176	176	176	176	176	
COLORADO SPRINGS	V	96	96	96	96	96	104	104	104	104	104	152	152	152	152	152	160	160	160	160	160	160	160	160	160	160	160	
CRIPPLE CREEK	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	
DENVER	V	120	120	144	144	144	144	144	144	144	168	168	168	168	168	192	192	192	192	192	192	192	192	192	192	192	192	
ENGLEWOOD	V	156	156	156	156	180	180	180	180	180	228	228	228	228	228	252	252	252	252	252	276	276	276	276	276	300	300	
ESTES PARK	V	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
FEDERAL HEIGHTS	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	
FORT COLLINS	V	120	120	120	128	128	136	136	144	144	160	160	160	160	168	168	176	176	184	184	184	192	192	192	192	192	192	
FOUNTAIN	V	84	84	84	84	84	120	120	120	120	168	168	168	168	168	168	168	168	168	168	168	168	168	168	168	168	168	
GLENWOOD SPRINGS	V	96	96	96	96	96	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168	
GOLDEN	V	128	128	128	128	152	152	152	152	152	176	176	176	176	176	200	200	200	200	200	200	200	200	200	200	200	200	
GRAND JUNCTION	P	348	348	348	348	381	381	381	381	381	415	415	415	415	415	448	448	448	448	448	448	448	448	448	448	448	448	
GREELEY	P	160	160	176	176	176	200	200	200	200	223	223	223	223	223	241	241	241	241	241	241	249	249	249	249	249	249	
GUNNISON	V	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
LAFAYETTE	V	112	112	146	157	168	180	191	214	225	225	225	225	225	225	225	225	225	225	225	225	225	225	225	225	225	225	
LAMAR	V	80	88	88	96	96	104	104	112	112	120	120	120	128	128	136	136	136	144	144	144	152	152	152	160	160		
LONGMONT	P	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168	
LOVELAND	V	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
MANITOU SPRINGS	V	40	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	200	200	200	200	200	200	200	
PALISADE	V	96	96	96	96	96	120	120	120	120	144	144	144	144	144	168	168	168	168	168	192	192	192	192	192	192	192	
PUEBLO	V	120	120	120	120	120	168	168	168	168	168	192	192	192	192	192	240	240	240	240	240	240	240	240	240	240	240	
ROCKY FORD	V	80	80	80	80	80	80	80	80	80	120	120	120	120	120	120	120	120	120	120	160	160	160	160	160	160	160	
STEAMBOAT SPRINGS	P	176	176	176	176	176	200	200	200	200	200	224	224	224	224	224	240	240	240	240	240	240	240	240	240	240	240	
STERLING	P	254	254	254	254	254	286	286	286	286	318	318	318	318	318	318	318	318	318	318	350	350	350	350	350	350	350	
THORNTON	V	72	144	144	144	216	216	216	216	216	240	240	240	240	240	264	264	264	264	264	312	312	312	312	312	312	312	
TIMNATH	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	
VAIL	V	168	168	168	208	208	208	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	
WESTMINSTER	V	126	126	126	126	150	150	150	150	150	174	174	174	174	174	198	198	198	198	198	222	222	222	222	222	222	222	
WOODLAND PARK	V	80	80	96	96	96	120	120	120	120	144	144	144	144	144	160	160	160	160	160	160	160	160	160	160	160	160	
YUMA	V	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

#### Section B: Vacation Practices

Entity	Practices
ALAMOSA	
AURORA	Vacation accrual rates reflects 24 hour shift employees working 2,920 hours per year. Max accrual amount is 360.
BLACK HAWK	
CASTLE ROCK	Accrued by pay period based on years of service. There is no conversion or buy-back provision. Any vacation accrual at year-end that exceeds two times the annual accrual will be forfeited.
COLORADO SPRINGS	Pay for all unused accrued vacation at separation of employment.
CRIPPLE CREEK	Employees are allowed to carry up to 240 hours (6 weeks) of vacation time. Emps going over may get option of receiving pay for these hours or taking the time off. Emps can also sell their vacation time with supe approval; and paid upon separation.
DENVER	Paid cash for # of hours remaining on books as of December 31st. No other conversion.
ENGLEWOOD	0-4 yrs of service accrual = 6.00 hrs/pay period; 5-9 yrs = 6.92 hrs 10-14 yrs = 8.77 hrs 15-19 yrs = 9.69 hrs 20-24 yrs = 10.62 hrs 25+ yrs = 11.54 hrs Earning limit = 2x annual earnings No buy back practices
ESTES PARK	
FEDERAL HEIGHTS	Max accrual at 480. Hours in excess of 320 may be paid out by the City at the employee's request.
FORT COLLINS	
FORT LUPTON	Accrued per pay period based on years of service. There is no conversion or buy-back provision. Accrual max of 240 hours (forfeit future accruals until used).
FOUNTAIN	
GLENWOOD SPRINGS	None
GOLDEN	Based on maximum accrual schedule. No buy back or conversion.
GRAND JUNCTION	Buy back - 1 hour paid for every 2 hours, max 240 hours Max Accrual - 2 x annual Pay out at separation varies by years of service
GREELEY	We have hard cap of 300 hours, 320 for those over 15 years of service. If you have used 40 hours in past 12 months, and have a balance of 80, then you can sell back up to 40 hours 1 time a year.
GUNNISON	
LAFAYETTE	Carry-over up to 281 hours per year. No buy back for vacation time.
LAMAR	Employees can accrue up to 20 days plus current years vacation. Forfeit any un-used vacation over allotted amount There is no conversion.
LONGMONT	Can accrue up to maximums based on years of service. Earned but unused vacation is paid at full value at time of termination or retirement.
LOVELAND	
MANITOU SPRINGS	Beginning 01/2007 max carry over is amount employee can accrue in one year and excess is use or lose by Dec 31st of each year.
PALISADE	Maximum accrual 160 hrs for employees with less than 10yrs of service. 240 hrs for employees with more than 10 yrs of service.
PUEBLO	MAXIMUM ACCRUAL IS TWICE THE ANNUAL ACCRUAL. EMERGENCY SELL OF 1 YEARS ACCRUAL MAY BE GRANTED BY CITY MANAGER.
ROCKY FORD	The employee may carry up to a maximum of 40 days from the last day of March to the first of April each year. The employee will forfeit vacation leave in excess of this amount without compensation.
STEAMBOAT SPRINGS	One-time buy back of up to 160 hours a .5 value of hours in excess of 120.
STERLING	Accrued by per period based on years of service, pay period is bi-weekly. The maximum accrual is 383 hours.
THORNTON	1st yr accrue 6 hrs/mo; 2nd yr accrue 12 hrs/mo; 5th yr accrue 18 hrs/mo; 10th yr accrue 20 hrs/mo; 15th yr accrue 22 hrs/mo; 20 or more yrs accrue 26

	hrs/mo. No conversion/buy back option. Unused vac to 240 max will be paid out upon termination.
TIMNATH	Can only accrue twice the annual limit/no conversion/no buy back.
TRINIDAD	Years 26-30 accrual increases by 24 hours per year to max of 419 hours. Buy back may be requested in writing. Must be authorized by Dept. Head and City Manager
VAIL	no conversion or buy back provisions. Max carry-over 320 hrs/yr
WESTMINSTER	General Leave Accrual: <5 = 5.45 PER PAY PERIOD 5 - 10 = 6.37 PER PAY PERIOD Below accrual only applies to employees hired before 6/302010.: 10 - 15 = 7.29 PER PAY PERIOD 15 - 20 = 8.21 PER PAY PERIOD OVER 20 = 9.13 PER PAY PERIOD
WOODLAND PARK	ACCRUALS ARE PER 26 PAY PERIOD. THERE IS A MAXIMUM BANK OF 192 HOURS. WHEN AN EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A PAYOUT OF THEIR ACCRUAL BANK.
YUMA	No Leave Time Benefits ( Volunteer Fire Dept.) Leave Time Benefits same as all other full time employees (EMS)

**Colorado Municipal League**  
**Fire/EMS Vision Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
AURORA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CASTLE ROCK	\$6.16	\$6.16	100.00%	\$11.68	\$6.16	52.74%	\$12.32	\$6.16	50.00%	\$18.01	\$6.16	34.20%
COLORADO SPRINGS	\$7.58	\$0.00	0.00%	\$15.16	\$0.00	0.00%	\$16.23	\$0.00	0.00%	\$25.93	\$0.00	0.00%
COMMERCE CITY	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CRIPPLE CREEK	\$8.03	\$8.03	100.00%	\$16.09	\$8.03	49.91%	\$13.63	\$8.03	58.91%	\$22.46	\$8.03	35.75%
DENVER	\$4.12	\$3.30	80.10%	\$9.29	\$8.64	93.00%	\$8.24	\$6.60	80.10%	\$11.02	\$8.82	80.04%
FEDERAL HEIGHTS	\$8.01	\$0.00	0.00%	\$12.81	\$0.00	0.00%	\$13.08	\$0.00	0.00%	\$21.08	\$0.00	0.00%
FORT COLLINS	\$7.01	\$0.00	0.00%	\$14.04	\$0.00	0.00%	\$14.04	\$0.00	0.00%	\$22.47	\$0.00	0.00%
FORT LUPTON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
FOUNTAIN	\$11.51	\$11.51	100.00%	\$18.40	\$11.51	62.55%	\$18.79	\$11.51	61.26%	\$30.30	\$11.51	37.99%
GLENWOOD SPRINGS	\$4.62	\$0.00	0.00%	\$6.46	\$0.00	0.00%	\$6.00	\$0.00	0.00%	\$11.08	\$0.00	0.00%
GOLDEN	\$6.14	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$11.66	\$0.00	0.00%	\$17.14	\$0.00	0.00%
GRAND JUNCTION	\$7.94	\$0.00	0.00%	\$13.54	\$0.00	0.00%	\$13.82	\$0.00	0.00%	\$22.26	\$0.00	0.00%
GREELEY	\$0.92	\$0.92	100.00%	\$0.00	\$0.00	0.00%	\$1.40	\$1.40	100.00%	\$2.32	\$2.32	100.00%
GUNNISON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
LAFAYETTE	\$12.14	\$12.14	100.00%	\$19.42	\$19.42	100.00%	\$19.83	\$19.83	100.00%	\$31.97	\$0.00	0.00%
LAMAR	\$5.99	\$0.00	0.00%	\$11.92	\$0.00	0.00%	\$11.92	\$0.00	0.00%	\$15.49	\$0.00	0.00%
LONGMONT	\$2.48	\$2.48	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$6.31	\$2.48	39.30%
LOVELAND	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
MANITOU SPRINGS	\$13.64	\$0.00	0.00%	\$21.83	\$0.00	0.00%	\$22.81	\$0.00	0.00%	\$35.93	\$0.00	0.00%
PUEBLO	\$6.74	\$0.00	0.00%	\$13.44	\$0.00	0.00%	\$12.75	\$0.00	0.00%	\$19.74	\$0.00	0.00%
STEAMBOAT SPRINGS	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
STERLING	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
THORNTON	\$8.60	\$4.30	50.00%	\$0.00	\$0.00	0.00%	\$14.61	\$4.31	29.50%	\$26.10	\$4.30	16.48%
TIMNATH	\$9.66	\$9.66	100.00%	\$14.16	\$0.00	0.00%	\$12.56	\$0.00	0.00%	\$24.22	\$0.00	0.00%
WESTMINSTER	\$12.26	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$22.94	\$0.00	0.00%	\$33.67	\$0.00	0.00%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%



**Colorado Municipal League**  
**Fire/EMS Vision Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
AURORA	N		N/A		0%	
CASTLE ROCK	Y		N/A		0%	EyeMed Vision Care
COLORADO SPRINGS	Y	Fully Insured	N/A	VSP	0%	Vision Service Plan (VSP)
COMMERCE CITY	N				0%	
CRIPPLE CREEK	Y	PPO	N/A	PPO	100%	MetLife
DENVER	Y	PPO	Health	Humana Vision	97%	Humana Vision
FEDERAL HEIGHTS	Y	HMO	N/A	VSP	0%	VSP
FORT COLLINS	Y	POS,Full Insured	N/A	POS	70%	Vision Service Plan
FORT LUPTON	N		N/A		0%	
FOUNTAIN	Y	INDEM	N/A		0%	VFT
GLENWOOD SPRINGS	Y	PPO	N/A	Only Offer One Plan	49%	VSP
GOLDEN	Y	Voluntary Vision Plan	N/A		54%	EyeMed
GRAND JUNCTION	Y	Self	N/A	Only one option	34%	VSP Vision Benefit
GREELEY	Y	PPO	N/A	PPO	86%	VSP
GUNNISON	N				0%	
LAFAYETTE	Y	PPO	N/A	PPO	53%	VSP
LAMAR	Y	PPO	Health		50%	VSP/CHP
LONGMONT	Y	POS,Vision Services Plan	N/A	Only offer VSP coverages	99%	Vision Services Plan
LOVELAND	N		N/A		0%	
MANITOU SPRINGS	Y	PPO	N/A	VSP Signature Plan	45%	VSP
PUEBLO	Y		N/A		28%	Anthem Blue Vision
STEAMBOAT SPRINGS	N				0%	
STERLING	N				0%	
THORNTON	Y	PPO	N/A	PPO	82%	Vision Service Plan
TIMNATH	Y	PPO	Health	PPO	80%	United Healthcare Vision
WESTMINSTER	Y	PPO, Fully funded	N/A	Only one choice - VSP	55%	VSP
YUMA	N				0%	

**Colorado Municipal League**  
**General Benefits Category Summary Report**  
**4/13/2020**

Entity	Last Updated	Description
BRECKENRIDGE	01/09/2020	
CRESTED BUTTE	02/28/2020	TCV value is monthly amount for an employee only coverage and the minimum retirement contribution. This is the minimum amount of TCV. TCV amount would be much higher for employee with dependents and one at the maximum retirement % of 12.
DURANGO	03/03/2020	
STEAMBOAT SPRINGS	03/15/2016	
TELLURIDE	02/27/2017	
VAIL	03/11/2020	
WINTER PARK	03/16/2020	
DENVER	03/10/2016	
GOLDEN	02/21/2017	Approximately 30-35% TCV for full-time employee.
COLORADO SPRINGS	02/19/2020	
BRIGHTON	07/01/2014	All employees may opt to receive an annual pass to the Recreation Center...\$24.50. Life insurance premium includes \$3.03/month for AD&D.
FORT COLLINS	03/10/2017	
GREELEY	03/31/2016	Life insurance premium based upon an average \$40K per year annual salary @ 1.5 face value and \$0.12 per 1000.
CASTLE ROCK	03/09/2016	Life insurance value is based upon a \$50K average salary at \$.185 per \$1000 of insured value. Retirement 6% is a 401(a) contribution.
PUEBLO	03/07/2017	EAP flat rate per month assessment.
GRAND JUNCTION	02/27/2019	
AURORA	02/18/2016	
ALAMOSA	02/05/2019	
ARVADA	01/01/2020	
BROOMFIELD	01/24/2019	The \$1.65 represents the monthly EAP premium.
BUENA VISTA	02/17/2017	
CANON CITY	03/16/2017	
CHERRY HILLS VILLAGE	03/07/2017	
COMMERCE CITY	03/17/2016	TCV dollar Adjustments: EAP \$4.12, and travel allowance
FEDERAL HEIGHTS	03/15/2016	
FORT LUPTON	03/29/2016	
GLENDALE	11/06/2015	
GLENWOOD SPRINGS	11/12/2019	401k - 4% Base (29,560) 401k - 3% Match (22,170) 401a ? 7.5% Match (19,260) (Police/Fire Only-City does not pay the 6.2% FICA tax for these employees)
GRAND LAKE	01/13/2017	\$5.00 = Longevity Pay Per Month
GREENWOOD VILLAGE	03/16/2016	
GYP SUM	03/06/2020	
IGNACIO	03/28/2016	
LAFAYETTE	02/20/2019	
LAKEWOOD	04/10/2017	
LONGMONT	02/27/2020	
LOUISVILLE	07/10/2014	Life insurance estimated average premium for \$50k annual salary @ .85 per 1000 of policy face value. Adjusted dollar figure includes EAP monthly cost of \$2.25 and \$35 monthly for city recreation facility membership. Additional .083% is the worker's comp cost.
LOVELAND	02/21/2017	.
MOUNTAIN VILLAGE	01/15/2019	Ski pass/ wellness benefit
NORTHGLENN	01/25/2019	
RANGELY	03/13/2019	
RIFLE	03/15/2019	
STERLING	03/18/2016	
SUMMIT COUNTY	02/22/2019	
SUPERIOR	02/19/2019	
THORNTON	03/28/2018	Life insurance is \$.10/\$1000.00 coverage. Estimate average salary of \$35,000.00 per year.
WESTMINSTER	03/01/2018	Medical / Dental is a blended rate. Survivor Income benefit is 62% of insured earnings. (Life Insurance calculated by multiplying average salary divided by \$1000.00 times the City's Life Insurance Rate-currently at .19) STD is self-funded coming out of individuals department budget at 60% for a maximum of 480 hours after 480 hours of Major Illness leave pay at 100%. (entered 1 cent in the dollar field on each of the categories)
WOODLAND PARK	02/26/2016	Average costs medical + dental, vision, life insurance and dependent life insurance. At Family coverage.
AVON	03/13/2017	
BENNETT	02/04/2020	Mandatory 3% Contribution to 401(a). \$2100.00 is the spending account for Cafeteria Plan. All FTE qualify.
DELTA	03/16/2012	Dental plan administration costs.
ERIE	03/06/2020	
EVANS	02/27/2018	\$.95 is dependent life premium, per employee, per month. 1.53% for Workers Compensation Insurance.

FORT MORGAN	03/06/2020	Did not know how to complete this information. The information on this page is from our previous survey.
GEORGETOWN	03/12/2019	
HAYDEN	02/13/2019	
HOTCHKISS	03/21/2016	Premiums are age banded, family premium estimated average.
KERSEY	03/03/2017	Town contributes \$1000 toward all benefits
LASALLE	04/12/2012	
MEEKER	04/04/2012	
MONTE VISTA	01/28/2015	
NEW CASTLE	04/25/2015	Health Insurance plan amount includes medical, dental, vision, and a \$25,000 life insurance policy.
PAGOSA SPRINGS	02/29/2016	
PARACHUTE	03/21/2017	
PARKER	03/02/2018	\$ Adjustment includes \$44 recreation facility membership & \$3.39 EAP premium.
PLATTEVILLE	02/24/2017	
SILVERTHORNE	02/27/2015	
TRINIDAD	03/17/2016	
CARBONDALE	03/14/2016	
MONTROSE	03/06/2020	
CEDAREDGE	02/12/2020	
FRUITA	02/21/2020	
BLACK HAWK	02/23/2016	Life Insurance includes AD&D
BLANCA	03/09/2016	
BLUE RIVER	03/09/2016	
CRIPPLE CREEK	02/08/2019	
EATON	11/05/2012	
ESTES PARK	02/22/2018	
FIRESTONE	04/08/2020	
FRISCO	03/17/2016	
GUNNISON	02/06/2020	Health Insurance is for a PPOIII Family plan. The employer pays 75% of monthly premium for health, dental, vision and life insurance. City pays for membership to community center \$18.25/mo and EAP program \$1.95/mo.
LAMAR	03/02/2017	The City of Lamar has two pension plan that employees choose from. Social Security or the Intergrated Define Contribution plan. When first hired employee needs to select which plan they want to participate in.
LAVETA	05/01/2015	Town pays \$425.00 towards benefits.
LEADVILLE	11/05/2012	
MANCOS	11/05/2012	
SAGUACHE	03/17/2017	
WESTCLIFFE	03/06/2017	
YUMA	03/09/2020	
BRUSH	03/06/2017	
GRANBY	03/12/2019	
MANITOU SPRINGS	02/26/2016	
WELLINGTON	02/13/2019	
WHEAT RIDGE	03/17/2016	TCV Adjst.-Consolidated Paid Time Off Plan
WINDSOR	03/11/2020	
BASALT	02/25/2020	
FOUNTAIN	02/03/2019	Retirement is a 401(a) plan; mandatory employee participation after 6 months. % Adjustment is for a 457 Deferred Comp.
CORTEZ	03/15/2016	Additional cost for employee assistance per month, \$4.00
RIDGWAY	02/07/2019	Wellness Program
ASPEN	01/28/2013	Maximum benefit potential entered. -Safety Wellness \$ -Recreation center Pass -Bus Pass -Golf/Hockey Pass -Annual Bonus -Spot bonus **Not included in calculation is Training and development, Employee Assistance program, referral rewards, discounts,etc.
WALSENBURG	02/12/2020	
HAXTUN	03/12/2019	
FREDERICK	03/04/2019	
BERTHOUD	03/09/2016	
SILT	02/01/2019	Employee Only benefits are paid at 100% any additional premiums are covered 75%
KREMMLING	03/13/2018	
TIMNATH	03/17/2016	Up to \$800 per month (only to amt of premiums) toward health, dental, life & health. If you don't use it, you lose it - no cash paid out.
BURLINGTON	03/17/2017	
SOUTH FORK	03/18/2016	
MORRISON	04/15/2016	Health coverage is rated by age. This is an average of the 20 employees.
PONCHA SPRINGS	03/28/2016	
SALIDA	02/28/2017	
LYONS	03/09/2018	
PAONIA	03/17/2017	
MONUMENT	03/31/2016	
SPRINGFIELD	03/05/2018	
GUNNISON	03/12/2019	

COUNTY		
SEVERANCE	02/07/2019	Contribution to a HRA

**Colorado Municipal League  
General Dental Benefits Premium Summary Report  
4/13/2020**



WALSENBURG	\$25.29	\$18.97	75.01%		\$47.05	\$35.29	75.01%		\$61.86	\$46.40	75.01%	\$96.14	\$72.11	75.01%
WELLINGTON	\$49.61	\$49.61	100.00%		\$93.27	\$49.61	53.19%		\$103.94	\$49.61	47.73%	\$167.07	\$49.61	29.69%
WESTCLIFFE	\$42.00	\$42.00	100.00%		\$0.00	\$0.00	0.00%		\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
WESTMINSTER	\$43.19	\$43.19	100.00%		\$82.48	\$43.19	52.36%		\$90.26	\$43.19	47.85%	\$127.84	\$43.19	33.78%
WHEAT RIDGE	\$38.57	\$34.71	89.99%		\$0.00	\$0.00	0.00%		\$72.30	\$36.15	50.00%	\$130.96	\$65.48	50.00%
WINDSOR	\$43.00	\$38.70	90.00%		\$85.00	\$76.50	90.00%		\$105.00	\$94.50	90.00%	\$135.00	\$121.50	90.00%
WINTER PARK	\$34.00	\$30.60	90.00%		\$67.88	\$56.01	82.51%		\$80.71	\$65.63	81.32%	\$114.60	\$91.05	79.45%
WOODLAND PARK	\$30.07	\$30.07	100.00%		\$60.14	\$45.10	74.99%		\$85.44	\$64.08	75.00%	\$117.42	\$88.06	75.00%
YUMA	\$0.00	\$0.00	0.00%		\$0.00	\$0.00	0.00%		\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**General Dental Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
ALAMOSA	Y	PPO	N	N/A	88%	Delta Dental
ARVADA	Y	PPO	N	PPO	100%	Delta Dental
ASPEN	Y		Y	All in one plan	95%	RCI
AURORA	Y	PPO	N	Delta Preferred (PPO)	67%	Delta Preferred (PPO)
AVON	Y	Self	N		100%	CNIC Health Solutions (TPA)
BASALT	Y	PPO	N	Dental Plan A	94%	Delta Dental - CEBT
BENNETT	Y	PPO,Cafeteria Plan Option	N		0%	
BERTHOUD	Y	PPO,PPO High	N	PPO Low	45%	Sun Life Dental
BLACK HAWK	Y	PPO	N		100%	Delta Dental
BLUE RIVER	Y	PPO	N		14%	Delta Dental
BRECKENRIDGE	Y	Self	N		90%	No network provider for the dental plan (self-ins)
BRIGHTON	Y	Self	N	Family	95%	Delta Dental of Colorado
BROOMFIELD	Y	INDEM	N		100%	Delta Dental of Colorado
BRUSH	Y		N	Employers Dental Trust	100%	Employers Dental Trust
BUENA VISTA	Y	HMO	N	HMO	97%	Delta Dental
BURLINGTON	Y	PPO	N	PPO	100%	CEBT
CANON CITY	Y	Self	Y	One plan - part of Health plan	100%	Self Insured/Meritain
CASTLE ROCK	Y	PPO	N	PPO	93%	Delta Dental
CEDAREGE	Y	PPO	N		36%	Principal Financial Group
CHERRY HILLS VILLAGE	Y	PPO	N	Employee Only Coverage	48%	MetLife
COLORADO SPRINGS	Y	Self	N	Delta Hi-option	52%	Delta Dental of Colorado
COMMERCE CITY	Y	PPO	N	PPO	59%	Delta Dental of Colorado
CORTEZ	Y	PPO	N		100%	Delta Dental Plan of Colorado
CRESTED BUTTE	Y	POS	N		100%	CEBT
CRIPPLE CREEK	Y	PPO	N	PPO	100%	MetLife
DACONO	Y	PPO	N	PPO	97%	Delta Dental
DELTA	Y	Self	N		100%	Self Insurance
DELTA COUNTY	Y	PPO	N	PPO	0%	CEBT
DENVER	Y	PPO,EPO	N	PPO	37%	Delta Dental
DILLON	Y	PPO	N	PPO	94%	County Health Pool
DURANGO	Y	PPO	N		98%	Delta Dental
ENGLEWOOD	Y	PPO	N	Delta A	51%	Delta Dental
ERIE	Y	PPO	N	PPO	95%	Delta Dental
ESTES PARK	Y	No Network Provider Requi	N		90%	Standard Insurance Company
EVANS	Y	ASO	N	1 plan	96%	Assurant Dental
FEDERAL HEIGHTS	Y	PPO	Y	PPO	100%	Delta Dental
FIRESTONE	Y	PPO	N	PPO	83%	Delta Dental
FLORENCE	Y	PPO,EPO	Y	PPO	88%	CEBT/Pacificare
FORT COLLINS	Y	PPO,Self	N	Comprehensive	100%	Delta Dental
FORT LUPTON	Y	PPO	N		0%	Humana
FORT MORGAN	Y	Self	Y	Delta Dental of Colorado	100%	Delta Dental of Colorado
FOUNTAIN	Y	Self	Y	Plan A	85%	Atena/Mertain
FREDERICK	Y	PPO	N	PPO	95%	Delta Dental
FRISCO	Y	Self	Y		95%	TPA- UMR. No network
FRUITA	Y	PPO	N	Delta Dental Plan C	100%	Delta Dental
GEORGETOWN	Y		N		0%	
GILCREST	Y		Y		0%	Metlife
GLENDALE	Y	Self	Y	Self Insurance via EBMS	100%	Self insurance via EBMS
GLENWOOD SPRINGS	Y	PPO	N	Only One Plan Offered	69%	CEBT Dental
GOLDEN	Y	PPO,Self,Dental Base Plan	N	Dental Buy-up Plan	61%	Delta Dental
GRANBY	Y	PPO	N	same	97%	Principal
GRAND JUNCTION	Y	Self	N	n/a - only one plan	83%	Delta Dental
GRAND LAKE	Y	INDEM	N		100%	CEBT
GREELEY	Y	HMO,PPO,Self	N	PPO	64%	Delta Dental
GREEN MOUNTAIN FALLS	Y	PPO	N	only 1 plan offered	100%	Delta Dental
GREENWOOD VILLAGE	Y	PPO,PPO Pus Premier	N	PPO	0%	Delta Dental



GUNNISON	Y	PPO	Y	PPO 3	58%	CEBT
GUNNISON COUNTY	Y	PPO	N		80%	CoreSource
GYP SUM	Y	PPO	N		99%	CIGNA
HAYDEN	Y	INDEM,with ortho	N	This is the only plan available to employees.	100%	CEBT/Delta Dental
IGNACIO	Y	PPO	Y	PPO2	87%	CEBT
KERSEY	Y	PPO	Y	PPO	90%	Guardian
KIOWA	Y		N	none	0%	Metlife
KREMMLING	Y	PPO	N	Plan A	100%	Anthem Blue Cross & Blue Shield
LAFAYETTE	Y	PPO	N	PPO	78%	Delta Dental of Colorado
LAKEWOOD	Y	PPO	N	PPO	72%	Delta
LAMAR	Y	INDEM	Y	Plan A	80%	County Health Pool
LEADVILLE	Y	PPO	Y	Dental Plan A	50%	County Health Pool
LONE TREE	Y	PPO	N	PPO	92%	Delta Dental
LONGMONT	Y	PPO	N	Only offer one plan	94%	Delta Dental of Colorado
LOUISVILLE	Y	PPO	N	PPO	95%	Delta Dental
LOVELAND	Y	PPO,Self	N		89%	Delta Dental
LYONS	Y		N		15%	Humama
MANITOU SPRINGS	Y	PPO,pre-negotiated discounts	Y	Alpha Dental	60%	Beta Health Association Inc
MEAD	Y	PPO	N		100%	Delta Dental
MEEKER	Y	PPO	Y	Delta Dental through CEBT	100%	Delta Dental through CEBT
MONTE VISTA	Y	Partially Self Funded	N	Partially Self Funded	76%	EBMS/Mountain States Administration
MONTROSE	Y	INDEM	N	INDEM	82%	UMR
MONUMENT	Y	HMO,PPO	N	HMO	90%	Cigna
MORRISON	Y	PPO	N		0%	Lincoln Financial Group
MOUNTAIN VILLAGE	Y	PPO	Y		100%	CEBT
MT. CRESTED BUTTE	Y		N		100%	principal
NEW CASTLE	Y	PPO	Y	PPO III	100%	CEBT
NORTHGLENN	Y	PPO,POS,Self	N	PPO	75%	Delta Dental
OURAY	Y	PPO,Dental	Y		100%	Delta Dental
PAONIA	Y	HMO	N		85%	Delta Dental
PARACHUTE	Y	PPO	N		100%	Kansas City Life Insurance Co.
PARKER	Y	PPO	Y	N/A	0%	Cigna
PLATTEVILLE	Y	PPO	N	PPO	90%	Metlife
PONCHA SPRINGS	Y	Delta Dental Premier	N	Delta Dental Premier	100%	Delta Dental of Colorado
PUEBLO	Y	PPO,DMO	N	PPO	95%	AETNA
RANGELY	Y	PPO	N		100%	Town of Rangely
RIDGWAY	Y	PPO	Y	PPO	100%	Delta Dental
SALIDA	Y	PPO	N	PPO	95%	CEBT
SEVERANCE	Y	PPO,POS	N		100%	Delta Dental
SHERIDAN	Y	PPO	N	PPO	89%	Delta
SILT	Y		Y		100%	CEBT
SILVERTHORNE	Y	PPO	N		86%	Delta Dental of Colorado
SNOWMASS VILLAGE	Y	PPO	N	Only one plan	81%	Standard Insurance
SOUTH FORK	Y	PPO	N	PPO	100%	Met Life
SPRINGFIELD	Y	Self	N	Met Life PDP Plus Network	100%	Met Life
STERLING	Y	PPO	N	Plan A with prosthodontic and ortho	53%	County Health Pool
SUMMIT COUNTY	Y	PPO	N		90%	Delta Dental
SUPERIOR	Y	PPO,Passive PPO	N	N/A	89%	Anthem
TELLURIDE	Y	INDEM	N		100%	Delta Dental
THORNTON	Y	PPO,EPO	N	PPO	58%	Delta Dental
TIMNATH	Y	EPO	Y	EPO	100%	CEBT
TRINIDAD	Y	HMO,PPO	N	HMO	35%	Assurant Dental
VAIL	Y	PPO,Self	Y	ONLY ONE PLAN	92%	Cigna
WALSENBURG	Y	HMO	N		68%	Delta Dental
WELLINGTON	Y	PPO	N		100%	Guardian
WESTCLIFFE	Y	PPO	Y	PPO	100%	
WESTMINSTER	Y	PPO, self funded	Y	PPO	90%	Delta Dental
WHEAT RIDGE	Y	PPO,EPO	N	PPO	67%	Delta Dental
WINDSOR	Y	PPO	N	PPO	98%	CEBT
WINTER PARK	Y	PPO	N	Only one plan offered	100%	Cigna
WOODLAND PARK	Y	PPO	N	PPO	98%	Cigna
YUMA	N		N		0%	

Colorado Municipal League  
General HSA Benefits Summary Report  
4/13/2020

Section A: Details

Entity	Ins	Provider	Prem Waive	Emplr Contribution						
BRECKENRIDGE	Y	Our PPO is UHC Choice Plus (TOB is self-insured)	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	2,800.00	5,000.00	110.00	574.00	20.00
				Double	0.00	4,000.00	10,000.00	235.00	1,475.00	20.00
				Family	0.00	4,000.00	10,000.00	315.00	1,992.00	20.00
CRESTED BUTTE	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
TELLURIDE	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
VAIL	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
WINTER PARK	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
DENVER	Y	Optum Bank	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	300.00	1,350.00	2,700.00	439.84	417.37	80.00
				Double	900.00	2,700.00	5,400.00	966.55	845.73	80.00
				Family	900.00	2,700.00	5,400.00	1,405.68	1,194.83	80.00
GOLDEN	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
COLORADO SPRINGS	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
GREELEY	Y	Ameriflex	N	124.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	336.00	3,500.00	3,500.00	735.42	591.42	100.00
				Double	720.00	7,000.00	7,000.00	1,514.70	1,440.00	100.00
				Family	864.00	7,000.00	7,000.00	2,034.90	1,635.91	100.00
PUEBLO	Y	Optum Bank	N	800.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	800.00	2,500.00	2,500.00	709.85	674.88	100.00
				Double	800.00	4,000.00	4,000.00	1,483.61	1,229.69	100.00
				Family	800.00	4,000.00	4,000.00	1,739.15	1,458.73	100.00
GRAND JUNCTION	Y	Cigna HDHPQ	N	62.50	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	4,000.00	6,650.00	509.12	435.03	100.00
				Double	0.00	8,000.00	13,300.00	1,108.25	870.00	100.00
				Family	0.00	8,000.00	13,300.00	1,349.19	1,152.88	100.00
AURORA	Y	Wells Fargo	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	1,500.00	3,400.00	523.40	523.40	10.00

					<b>Double</b>	0.00	3,000.00	3,400.00	1,013.24	1,013.24	10.00
					<b>Family</b>	0.00	3,000.00	6,800.00	1,385.64	1,303.06	10.00
ARVADA	Y	UMR / United Healthcare	N	1,000.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	3,000.00	3,000.00	674.90	531.91	100.00
					<b>Double</b>	0.00	5,000.00	5,000.00	1,349.15	1,052.33	100.00
					<b>Family</b>	0.00	5,000.00	5,000.00	2,023.75	1,558.29	100.00
BROOMFIELD	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
BUENA VISTA	Y		N	40.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	2,600.00	4,000.00	676.00	676.00	80.00
					<b>Double</b>	0.00	5,200.00	8,000.00	1,380.00	1,035.00	80.00
					<b>Family</b>	0.00	5,200.00	8,000.00	1,657.00	1,242.75	80.00
CANON CITY	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
COMMERCE CITY	Y	United Health Care	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	750.00	1,500.00	4,000.00	623.42	573.55	30.00
					<b>Double</b>	1,000.00	3,000.00	6,850.00	1,278.00	1,175.76	30.00
					<b>Family</b>	1,500.00	3,000.00	6,850.00	1,801.67	1,657.54	30.00
FORT LUPTON	Y		N	100.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	3,000.00	5,000.00	5,000.00	505.57	429.72	100.00
					<b>Double</b>	6,000.00	10,000.00	10,000.00	0.00	0.00	100.00
					<b>Family</b>	6,000.00	10,000.00	10,000.00	1,413.07	883.47	100.00
GLENWOOD SPRINGS	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
GRAND LAKE	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
GREENWOOD VILLAGE	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
GYPSUM	Y	CIGNA / HSA through American National Bank	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	2,700.00	5,400.00	670.27	606.19	100.00
					<b>Double</b>	0.00	0.00	0.00	1,407.55	1,277.45	100.00
					<b>Family</b>	0.00	5,400.00	10,800.00	2,010.79	1,854.17	100.00
IGNACIO	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
KIOWA	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LAFAYETTE	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00

				Family	0.00	0.00	0.00	0.00	0.00	0.00
LAKEWOOD	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
LONGMONT	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
LOUISVILLE	Y	Kaiser	Y	94.14	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	2,500.00	3,500.00	0.00	429.07	90.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	5,000.00	7,000.00	0.00	1,287.26	90.00
LOVELAND	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
NORTHGLENN	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
RIFLE	Y		N	125.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	2,500.00	5,000.00	678.00	644.00	80.00
				Double	0.00	5,000.00	6,850.00	1,270.00	1,008.00	80.00
				Family	0.00	5,000.00	6,850.00	1,563.00	1,208.00	80.00
STERLING	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
SUPERIOR	Y	UMB	N	166.67	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	2,000.00	2,500.00	5,000.00	599.00	0.00	80.00
				Double	4,000.00	5,000.00	6,850.00	1,123.00	938.70	80.00
				Family	4,000.00	5,000.00	6,850.00	1,381.00	1,091.40	80.00
THORNTON	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
WESTMINSTER	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
WOODLAND PARK	Y	Cigna	N	500.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	500.00	2,000.00	4,000.00	509.22	509.22	80.00
				Double	1,500.00	4,000.00	8,000.00	1,171.24	878.43	80.00
				Family	1,500.00	4,000.00	8,000.00	1,578.62	1,183.96	80.00
AVON	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
BENNETT	Y	TASC (Eflex)		0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	2,100.00	0.00	0.00	0.00	2,100.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00



DILLON	Y		N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
ESTES PARK	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
FIRESTONE	Y	Anthem Blue Cross Blue Shield	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	3,000.00	4,000.00	491.84	90.00
					Double	0.00	0.00	0.00	1,082.03	74.00
					Family	0.00	6,000.00	8,000.00	1,524.00	69.00
FRISCO	Y	Rocky Mountain Reserve- HSA Bank	N	41.60	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	750.00	1,400.00	3,000.00	43.20	724.98
					Double	1,400.00	2,800.00	6,000.00	170.00	1,676.02
					Family	1,400.00	2,800.00	6,000.00	220.00	2,178.13
GUNNISON	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
LAMAR	Y	County Health Pool - CTSI	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	3,450.00	2,500.00	5,000.00	606.00	456.00
					Double	6,900.00	5,000.00	6,850.00	1,140.00	855.00
					Family	6,900.00	5,000.00	6,850.00	1,402.00	1,051.50
LONE TREE	Y	Cigna	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	500.00	2,000.00	3,000.00	596.43	594.72
					Double	1,500.00	4,000.00	6,000.00	1,301.99	986.25
					Family	1,500.00	4,000.00	6,000.00	1,831.04	1,326.25
YUMA	Y			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
DACONO	Y	Cigna	Y	50.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	2,750.00	5,500.00	356.00	0.00
					Double	0.00	0.00	0.00	676.41	0.00
					Family	0.00	5,500.00	11,000.00	1,068.01	0.00
GRANBY	Y			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	3,500.00	3,500.00	0.00	0.00
					Double	0.00	7,000.00	7,000.00	0.00	0.00
					Family	0.00	7,000.00	7,000.00	0.00	0.00
MANITOU SPRINGS	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00
WELLINGTON	Y	Cigna	N	1,000.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	2,000.00	6,350.00	587.48	587.48
					Double	0.00	4,000.00	6,850.00	0.00	0.00
					Family	0.00	4,000.00	6,850.00	1,762.46	1,468.72
WHEAT RIDGE	Y	Kaiser	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	1,500.00	3,000.00	398.60	378.66
					Double	0.00	3,000.00	6,000.00	815.06	733.56
					Family	0.00	3,000.00	6,000.00	1,169.08	993.72
WINDSOR	Y	Discovery		0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage

					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
BASALT	Y	Colorado Employer Benefit Trust (CEBT)	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	3,550.00	2,800.00	5,000.00	706.00	0.00	0.00
					Double	7,100.00	5,600.00	10,000.00	1,442.00	0.00	0.00
					Family	7,100.00	5,600.00	10,000.00	1,732.00	0.00	0.00
OURAY	Y	Rocky Mountain Health Plans	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	2,650.00	2,650.00	732.81	696.92	100.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
FOUNTAIN	Y	MERITAIN THROUGH UMB BANK	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	1,750.00	2,000.00	2,000.00	76.60	442.85	100.00
					Double	1,750.00	4,000.00	4,000.00	170.50	989.90	100.00
					Family	1,750.00	4,000.00	4,000.00	252.00	1,457.92	100.00
CORTEZ	Y		N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	2,500.00	2,500.00	851.79	808.45	100.00
					Double	0.00	5,000.00	5,000.00	1,664.04	1,512.37	100.00
					Family	0.00	5,000.00	5,000.00	2,457.91	2,239.24	100.00
RIDGWAY	Y	CEBT	Y	279.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	2,700.00	5,000.00	676.00	676.00	80.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	5,400.00	10,000.00	1,657.00	676.00	80.00
ASPEN	Y		N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	500.00	1,500.00	4,450.00	684.71	649.52	70.00
					Double	1,000.00	3,000.00	8,900.00	1,369.43	1,101.36	70.00
					Family	1,000.00	3,000.00	8,900.00	2,067.83	1,707.65	70.00
FREDERICK	Y	Optum Bank	N	400.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	2,700.00	5,000.00	560.00	448.00	80.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	5,400.00	10,000.00	1,369.00	1,095.20	80.00
BERTHOUD	Y	Cigna	Y	100.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	4,750.00	6,500.00	0.00	3,400.00	70.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	9,500.00	13,000.00	0.00	6,750.00	70.00
SILT	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
MEAD	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
BURLINGTON	Y			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
SOUTH FORK	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
SALIDA	Y	n/a	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	0.00	0.00	0.00	0.00	0.00	0.00

<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00

GUNNISON COUNTY	Y	CoreSource	N	50.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage	
					Single	600.00	4,000.00	3,450.00	617.37	484.47	100.00
					Double	1,200.00	8,000.00	8,000.00	12,134.74	792.72	100.00
					Family	1,200.00	8,000.00	6,900.00	1,790.37	1,113.15	100.00

## Section B: Comments

Entity	Comments
BRECKENRIDGE	The trustee for our Health Savings Account(s) is 1st Bank in Breckenridge, CO.
CRESTED BUTTE	
TELLURIDE	
VAIL	
WINTER PARK	
DENVER	
GOLDEN	
COLORADO SPRINGS	
GREELEY	
PUEBLO	Costs change for use of a Non-Network Provider
GRAND JUNCTION	Employee must match the City's contribution of \$750, If family or double coverage plan the Employer annual contribution is \$1500.
AURORA	Low participation
ARVADA	Employer contribution to HSA: \$1000 annually single coverage \$2000 annually EE+1 or family coverage
BROOMFIELD	
BUENA VISTA	
CANON CITY	
COMMERCE CITY	Also have Employee + Children level; Total Monthly Premium \$1246.84; Employer Portion \$1147.09
FORT LUPTON	
GLENWOOD SPRINGS	
GRAND LAKE	
GREENWOOD VILLAGE	
GYPSUM	
IGNACIO	
KIOWA	
LAFAYETTE	
LAKEWOOD	
LONGMONT	
LOUISVILLE	
LOVELAND	
NORTHGLENN	
RIFLE	Single \$1,500.00 annually (in quarters) Double or Family \$3,500.00 annually (in quarters)
STERLING	
SUPERIOR	
THORNTON	
WESTMINSTER	
WOODLAND PARK	HSA, Employer will give \$500 - Employee Only; \$1500 - Employee/Spouse, Employee/Child, Employee/Family.
AVON	
BENNETT	We offer a HRA instead of the HSA.
ERIE	
EVANS	Yearly EMPLOYER contributions: \$800 - employee only \$1,100 - all other levels of coverage
FORT MORGAN	Employer Monthly Contributions - match of \$600 (Single) - \$1200 (EE + 1) and \$1800 (Family).
HAYDEN	
KERSEY	
NEW CASTLE	
PARACHUTE	
PARKER	Employer contributes the following amounts per plan year into the employees HSA accounts if electing the HDHP: Employee: \$1,000 Employee & Spouse: \$1500 Employee & Child(ren): \$1500 Family: \$2000
SILVERTHORNE	



MONTROSE	Employer deposits \$200 annually into employee selected and managed HSA account.
CEDAREIDGE	
BLACK HAWK	Employees enrolled in HDHP and HSA receive 50% of their deductible, plus \$1500 from the City with an option for another \$1200 in the form of spousal incentive. The City pays \$39 per year for any account under a minimum balance.
CRIPPLE CREEK	
DILLON	Employees receive 1500 per year employee plus any dependent 3000 per year
ESTES PARK	
FIRESTONE	
FRISCO	
GUNNISON	
LAMAR	A local financial institutions administrator's the Health Savings Account
LONE TREE	We also offer ee + child(ren) tier. Premium is 1067.02, employer pays 835.69
YUMA	
DACONO	The employer contribution varies for each tier of participation. Employer also covers Direct Primary Care membership for the employee.
GRANBY	EMPLOYEES CONTRIBUTE WHAT THEY WANT UP TO IRS MAXIMUMS. TOWN CONTRIBUTES 1,500 JAN AND JULY FOR FAMILY COVERAGE OR 1,250 JAN AND JULY FOR SINGLE.
MANITOU SPRINGS	
WELLINGTON	Employer matches up to \$1,000.00 per year to Employee HSA account.
WHEAT RIDGE	City provides 700.00/annually to HSA account for Single City provides 1000./annually to HSA account for double and family
WINDSOR	Employer makes no contribution
BASALT	
OURAY	
FOUNTAIN	Deductible max is for in-network providers
CORTEZ	The City will do a one time match \$250.00 for single, and \$500.00 for family/spouse/children coverage.
RIDGWAY	
ASPEN	All data is selection of In-Network.
FREDERICK	Town contributes \$200/month for individual HSA, and \$400/month for family HSA.
BERTHOUD	
SILT	
MEAD	
BURLINGTON	
SOUTH FORK	
SALIDA	HSA accounts belong to and are managed by employees. Employees must manage HSAs in compliance with IRS guidelines.
GUNNISON COUNTY	The County will "seed" employees' HSAs in quarterly installments. The County contributes \$600.00 (annually) for the employee only plan and \$1,200.00 (annually) for the employee + tiers.

**Colorado Municipal League**  
**General Health Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
ALAMOSA	\$674.91	\$506.18	75.00%	\$1,086.86	\$815.15	75.00%	\$1,043.42	\$782.57	75.00%	\$1,265.50	\$949.13	75.00%
ARVADA	\$785.33	\$628.27	80.00%	\$0.00	\$0.00	0.00%	\$1,572.34	\$1,226.44	78.00%	\$2,351.11	\$1,810.36	77.00%
ASPEN	\$684.71	\$649.52	94.86%	\$1,369.43	\$1,101.36	80.42%	\$1,280.47	\$1,034.14	80.76%	\$2,067.83	\$1,707.65	82.58%
AURORA	\$585.26	\$540.72	92.39%	\$1,133.20	\$1,032.34	91.10%	\$1,133.20	\$1,032.34	91.10%	\$1,549.76	\$1,372.54	88.56%
AVON	\$758.08	\$701.82	92.58%	\$1,471.54	\$1,360.04	92.42%	\$1,471.54	\$1,360.04	92.42%	\$2,267.08	\$2,091.58	92.26%
BASALT	\$578.00	\$0.00	0.00%	\$1,178.00	\$0.00	0.00%	\$1,089.00	\$0.00	0.00%	\$1,416.00	\$0.00	0.00%
BENNETT	\$765.00	\$765.00	100.00%	\$1,559.00	\$1,247.20	80.00%	\$1,518.00	\$1,214.40	80.00%	\$1,949.00	\$1,559.20	80.00%
BERTHOUD	\$410.79	\$410.79	100.00%	\$862.62	\$762.62	88.41%	\$780.41	\$680.41	87.19%	\$1,232.29	\$1,082.29	87.83%
BLACK HAWK	\$460.37	\$414.33	90.00%	\$897.72	\$807.95	90.00%	\$870.09	\$783.08	90.00%	\$1,390.31	\$1,251.28	90.00%
BLANCA	\$1,503.14	\$1,503.14	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
BLUE RIVER	\$738.00	\$590.40	80.00%	\$1,504.00	\$1,203.20	80.00%	\$1,391.00	\$1,112.80	80.00%	\$1,807.00	\$1,445.60	80.00%
BRECKENRIDGE	\$684.00	\$574.00	83.92%	\$1,710.00	\$1,475.00	86.26%	\$1,573.00	\$1,358.00	86.33%	\$2,307.00	\$1,992.00	86.35%
BRIGHTON	\$758.60	\$25.00	3.30%	\$1,593.05	\$302.40	18.98%	\$1,304.79	\$231.72	17.76%	\$2,298.54	\$414.16	18.02%
BROOMFIELD	\$662.62	\$582.62	87.93%	\$1,258.97	\$983.97	78.16%	\$1,258.97	\$983.97	78.16%	\$1,888.47	\$1,508.47	79.88%
BRUSH	\$722.00	\$614.00	85.04%	\$1,471.00	\$1,250.00	84.98%	\$1,432.00	\$1,217.00	84.99%	\$1,839.00	\$1,563.00	84.99%
BUENA VISTA	\$703.00	\$703.00	100.00%	\$1,433.00	\$1,074.75	75.00%	\$1,326.00	\$994.50	75.00%	\$1,721.00	\$1,290.75	75.00%
BURLINGTON	\$629.00	\$629.00	100.00%	\$1,280.00	\$954.50	74.57%	\$1,184.00	\$906.50	76.56%	\$1,538.00	\$1,080.50	70.25%
CANON CITY	\$787.92	\$669.74	85.00%	\$1,688.31	\$1,435.06	85.00%	\$1,688.31	\$1,435.06	85.00%	\$1,987.80	\$1,689.64	85.00%
CARBONDALE	\$1,100.00	\$1,100.00	100.00%	\$2,308.95	\$2,006.71	86.91%	\$2,247.95	\$1,960.95	87.23%	\$2,785.95	\$2,364.45	84.87%
CASTLE ROCK	\$334.75	\$318.35	95.10%	\$723.06	\$619.66	85.70%	\$706.32	\$606.02	85.80%	\$980.81	\$811.13	82.70%
CEDAREIDGE	\$578.00	\$578.00	100.00%	\$1,178.00	\$1,119.00	94.99%	\$1,089.00	\$1,035.00	95.04%	\$1,416.00	\$1,345.00	94.99%
CHERRY HILLS VILLAGE	\$519.06	\$462.03	89.01%	\$1,064.07	\$917.16	86.19%	\$1,038.12	\$909.06	87.57%	\$1,500.09	\$1,268.27	84.55%
COLORADO SPRINGS	\$565.00	\$532.00	94.16%	\$1,142.00	\$959.00	83.98%	\$1,088.00	\$925.00	85.02%	\$1,649.00	\$1,400.00	84.90%
COMMERCE CITY	\$742.78	\$638.79	86.00%	\$1,522.69	\$1,309.51	86.00%	\$0.00	\$0.00	0.00%	\$2,146.64	\$1,846.11	86.00%
CORTEZ	\$851.79	\$808.45	94.91%	\$1,664.04	\$1,512.37	90.89%	\$1,479.57	\$1,349.57	91.21%	\$2,455.91	\$2,239.24	91.18%
CRESTED BUTTE	\$738.00	\$738.00	100.00%	\$1,504.00	\$1,504.00	100.00%	\$1,391.00	\$1,391.00	100.00%	\$1,807.00	\$1,807.00	100.00%
CRIPPLE CREEK	\$695.03	\$672.28	96.73%	\$1,533.73	\$922.28	60.13%	\$1,251.90	\$922.28	73.67%	\$2,157.32	\$922.28	42.75%
DACONO	\$549.17	\$500.00	91.05%	\$1,044.34	\$880.00	84.26%	\$954.32	\$850.00	89.07%	\$1,449.51	\$1,225.00	84.51%
DELTA	\$486.89	\$452.81	93.00%	\$0.00	\$0.00	0.00%	\$973.92	\$896.02	92.00%	\$1,290.42	\$1,109.76	86.00%
DELTA COUNTY	\$757.00	\$757.00	100.00%	\$1,553.00	\$757.00	48.74%	\$1,364.00	\$757.00	55.50%	\$1,962.00	\$919.00	46.84%
DENVER	\$439.34	\$417.37	95.00%	\$966.55	\$845.73	87.50%	\$878.68	\$790.81	90.00%	\$1,405.68	\$1,194.83	85.00%
DILLON	\$639.00	\$511.20	80.00%	\$1,197.00	\$957.60	80.00%	\$1,197.00	\$957.60	80.00%	\$1,473.00	\$1,178.40	80.00%
DURANGO	\$770.08	\$726.75	94.37%	\$1,754.83	\$1,626.78	92.70%	\$1,754.83	\$1,626.78	92.70%	\$1,754.83	\$1,626.78	92.70%
EATON	\$525.00	\$525.00	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
ENGLEWOOD	\$464.89	\$408.27	87.82%	\$1,022.76	\$760.00	74.31%	\$1,022.26	\$760.00	74.35%	\$1,534.14	\$1,075.00	70.07%
ERIE	\$703.15	\$632.67	89.98%	\$1,539.52	\$1,330.33	86.41%	\$1,330.45	\$1,174.33	88.27%	\$2,166.79	\$1,800.50	83.10%
ESTES PARK	\$877.02	\$789.32	90.00%	\$0.00	\$0.00	0.00%	\$1,664.08	\$1,497.68	90.00%	\$1,664.08	\$1,497.68	90.00%
EVANS	\$562.00	\$562.00	100.00%	\$1,158.00	\$1,042.20	90.00%	\$1,051.00	\$956.41	91.00%	\$1,645.00	\$1,431.15	87.00%
FEDERAL HEIGHTS	\$702.00	\$702.00	100.00%	\$1,428.00	\$1,175.82	82.34%	\$1,321.00	\$1,087.71	82.34%	\$1,716.00	\$1,200.86	69.98%
FIRESTONE	\$478.55	\$421.75	88.13%	\$1,052.78	\$908.23	86.27%	\$861.37	\$751.12	87.20%	\$1,483.46	\$1,238.35	83.48%
FLORENCE	\$591.00	\$473.00	80.03%	\$1,204.00	\$963.20	80.00%	\$1,113.00	\$890.40	80.00%	\$1,445.00	\$1,156.00	80.00%
FORT COLLINS	\$648.52	\$562.54	86.74%	\$1,426.76	\$1,012.06	70.93%	\$1,167.36	\$828.06	70.93%	\$1,815.87	\$1,288.08	70.93%
FORT LUPTON	\$505.57	\$429.72	85.00%	\$986.37	\$670.13	67.94%	\$0.00	\$0.00	0.00%	\$1,413.07	\$883.47	62.52%
FORT MORGAN	\$789.63	\$728.65	92.28%	\$1,658.23	\$1,533.78	92.50%	\$1,500.30	\$1,375.85	91.70%	\$2,526.82	\$2,343.81	92.76%
FOUNTAIN	\$115.70	\$655.20	566.29%	\$257.00	\$1,456.21	566.62%	\$238.10	\$1,350.03	567.00%	\$380.80	\$2,157.35	566.53%
FREDERICK	\$560.00	\$448.00	80.00%	\$1,140.00	\$912.00	80.00%	\$1,054.00	\$843.20	80.00%	\$1,369.00	\$1,095.20	80.00%
FRISCO	\$202.42	\$46.20	22.82%	\$460.50	\$170.00	36.92%	\$0.00	\$0.00	0.00%	\$460.50	\$220.78	47.94%
FRUITA	\$669.00	\$669.00	100.00%	\$1,364.00	\$1,295.80	95.00%	\$1,261.00	\$1,197.95	95.00%	\$1,636.00	\$1,554.20	95.00%
GEORGETOWN	\$876.00	\$876.00	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
GILCREST	\$695.03	\$695.03	100.00%	\$1,533.73	\$695.03	45.32%	\$1,251.90	\$695.03	55.52%	\$2,157.32	\$695.03	32.22%
GLENDALE	\$975.48	\$975.48	100.00%	\$2,300.33	\$2,215.37	96.31%	\$2,300.33	\$2,222.42	96.61%	\$2,300.33	\$2,164.13	94.08%



SNOWMASS VILLAGE	\$1,577.63	\$1,577.63	100.00%	\$3,373.44	\$2,799.96	83.00%	\$2,691.14	\$2,233.65	83.00%	\$4,470.90	\$3,710.85	83.00%
SOUTH FORK	\$623.38	\$529.87	85.00%	\$1,375.62	\$0.00	0.00%	\$1,122.84	\$0.00	0.00%	\$1,934.92	\$0.00	0.00%
SPRINGFIELD	\$574.65	\$574.65	100.00%	\$1,268.61	\$951.45	75.00%	\$1,035.17	\$776.38	75.00%	\$1,783.98	\$1,337.98	75.00%
STEAMBOAT SPRINGS	\$591.00	\$591.00	100.00%	\$1,123.00	\$973.00	86.64%	\$1,123.00	\$973.00	86.64%	\$1,625.00	\$1,425.00	87.69%
STERLING	\$698.00	\$628.19	90.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$1,687.00	\$1,518.30	90.00%
SUMMIT COUNTY	\$995.40	\$885.40	88.95%	\$1,768.38	\$1,543.38	87.28%	\$1,768.38	\$1,543.38	87.28%	\$2,764.68	\$2,408.68	87.12%
SUPERIOR	\$956.00	\$956.00	100.00%	\$1,793.00	\$1,613.70	90.00%	\$1,793.00	\$1,613.70	90.00%	\$2,202.00	\$1,871.70	85.00%
TELLURIDE	\$516.00	\$516.00	100.00%	\$1,200.00	\$1,127.00	93.92%	\$1,200.00	\$1,127.00	93.92%	\$1,200.00	\$1,090.00	90.83%
THORNTON	\$483.25	\$425.27	88.00%	\$966.74	\$773.40	80.00%	\$966.74	\$773.40	80.00%	\$1,396.68	\$1,075.44	77.00%
TIMNATH	\$701.00	\$701.00	100.00%	\$1,428.00	\$1,285.20	90.00%	\$1,390.00	\$1,251.00	90.00%	\$1,785.00	\$1,428.00	80.00%
TRINIDAD	\$617.64	\$487.95	79.00%	\$1,297.06	\$1,024.67	79.00%	\$1,173.52	\$927.07	79.00%	\$1,852.93	\$1,463.81	79.00%
VAIL	\$1,074.35	\$954.35	88.83%	\$2,148.71	\$1,788.71	83.25%	\$1,933.84	\$1,633.84	84.49%	\$3,008.18	\$2,508.18	83.38%
WALSENBURG	\$738.00	\$619.92	84.00%	\$1,504.00	\$1,263.36	84.00%	\$1,391.00	\$1,168.44	84.00%	\$1,807.00	\$1,517.88	84.00%
WELLINGTON	\$587.48	\$587.48	100.00%	\$1,233.73	\$1,072.17	86.90%	\$1,116.23	\$984.04	88.16%	\$1,762.46	\$1,468.72	83.33%
WESTCLIFFE	\$601.00	\$549.20	91.38%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
WESTMINSTER	\$723.99	\$647.27	89.40%	\$1,582.24	\$1,282.06	81.03%	\$1,530.28	\$1,238.58	80.94%	\$2,274.06	\$1,673.58	73.59%
WHEAT RIDGE	\$554.91	\$471.67	85.00%	\$0.00	\$0.00	0.00%	\$1,165.29	\$932.23	80.00%	\$1,684.12	\$1,263.09	75.00%
WINDSOR	\$755.00	\$671.95	89.00%	\$1,510.00	\$1,343.90	89.00%	\$1,396.00	\$1,242.44	89.00%	\$1,736.00	\$1,545.04	89.00%
WINTER PARK	\$739.89	\$665.90	90.00%	\$1,553.81	\$1,276.34	82.14%	\$1,405.79	\$1,165.33	82.90%	\$2,219.66	\$1,775.73	80.00%
WOODLAND PARK	\$509.22	\$509.22	100.00%	\$1,171.24	\$878.43	75.00%	\$1,018.50	\$763.87	75.00%	\$1,578.62	\$1,183.96	75.00%
YUMA	\$765.00	\$765.00	100.00%	\$1,559.00	\$1,403.10	90.00%	\$1,518.00	\$1,366.20	90.00%	\$1,949.00	\$1,754.10	90.00%

**Colorado Municipal League**  
**General Health Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees		
							Plan	%	Provider
ALAMOSA	Y	10/2019	PPO,Self	Y	Y	Y	N/A	83%	Cigna
ARVADA	Y	01/2020	PPO	Y	Y	Y	PPO	76%	UMR / United Healthcare
ASPEN	Y	01/2013	PPO	Y	N	N	HSA	80%	Sloanslake
AURORA	Y	01/2016	HMO,Kaiser HDHP & Trip Option	Y	Y	Y	DHMO	82%	Kaiser Permanente
AVON	Y	01/2017	PPO,Self	Y	Y	Y		100%	CNIC Health Solutions (TPA)
BASALT	Y	01/2020	PPO	Y	Y	Y	PPO7	52%	Colorado Employer Benefit Trust (CEBT)
BENNETT	Y	01/2020	HMO,EPO	Y	Y	Y	EPO	91%	CEBT Willis Two Towers
BERTHOUD	Y	01/2020	HMO	Y	N	N	HSA	95%	Cigna
BLACK HAWK	Y	01/2019	HMO,High Deductible w/ HSA	Y	Y	Y	HMO/HSA	90%	Kaiser Permanente
BLANCA	Y	01/2018	HMO	Y	N	N		67%	San Luis Valley HMO
BLUE RIVER	Y	01/2017	PPO	Y	N	Y	PPO	80%	CEBT
BRECKENRIDGE	Y	01/2020	PPO,Self,EPO	Y	Y	Y	HRA	88%	EPO is RMHP; PPO is United Health Care
BRIGHTON	Y	01/2019	Self	Y	Y	Y	Employee Only	95%	United Healthcare
BROOMFIELD	Y	01/2019	HMO,Self,Add'l HMO Plan - Kaiser	Y	Y	Y	UMR Choice Health	87%	UMR
BRUSH	Y	01/2016	PPO, EPO	Y	Y	Y	EPO	0%	United Health Care
BUENA VISTA	Y	01/2020	PPO,High Deductible	Y	Y	N	PPO	72%	United Healthcare
BURLINGTON	Y	07/2018	PPO,HDHP with HSA	Y	Y	N	ppo	90%	CEBT
CANON CITY	Y	10/2018	Self	Y	N	N	One plan - Employee, Emp+1, Family level of participation	100%	Self Insured/ Meritain
CARBONDALE	Y	01/2019	PPO	Y	Y	N	PPO	100%	CEBT/Willis of Colorado, Inc.
CASTLE ROCK	Y	01/2020	POS,Partially self funded	Y	Y	N	POS	0%	Aetna
CEDAREDGE	Y	01/2020	PPO,High Deductible	Y	Y	N	PPO7	77%	CEBT
CHERRY HILLS VILLAGE	Y	01/2017	HMO	Y	Y	N	Employee Only Coverage	27%	Kaiser Permanente
COLORADO SPRINGS	Y	01/2020	Self	Y	Y	N	Advantage Plan	84%	Anthem Blue Cross Blue Shield
COMMERCE CITY	Y	01/2020	PPO	Y	Y	Y	United Health Care EPO	51%	United Health Care
CORTEZ	Y	01/2016	PPO,Self	Y	Y	N		100%	
CRESTED BUTTE	Y	01/2020	PPO	Y	Y	Y		100%	CEBT
CRIPPLE CREEK	Y	01/2020	PPO	Y	Y	N	EPO	100%	United Healthcare
DACONO	Y	11/2017	PPO	Y	N	N	PPO	55%	Cigna
DELTA	Y	01/2012	HMO,Shared funded	Y	Y	N		100%	Rocky Mountain Health Plans
DELTA COUNTY	Y	01/2020	PPO	Y	Y	N	PPO 7	99%	CEBT
DENVER	Y	01/2018	HMO	Y	N	Y	HDHP/HSA	60%	Kaiser
DILLON	Y	01/2018		Y	Y	Y	HSA	94%	County Health Pool
DURANGO	Y	01/2020	PPO,Self	Y	Y	Y		99%	City of Durango/TPA-Meritain Health
EATON	Y	12/2015	PPO	Y	N	N		0%	United Health Care
ENGLEWOOD	Y	1/2016	HMO,INDEM,PPO	Y	Y	Y	Kaiser DHMO	49%	Kaiser Permanente
ERIE	Y	01/2020	HMO,PPO	Y	Y	Y	PPO	65%	Anthem Blue Cross Blue Shield
ESTES PARK	Y	01/2018	PPO,Self	Y	Y	Y	PPO	87%	UMR
EVANS	Y	01/19	HMO,PPO,HDHP	Y	Y	Y	HDHP	67%	CEBT
FEDERAL HEIGHTS	Y	01/2020	HMO,PPO	Y	Y	Y	EPO	0%	Anthem
FIRESTONE	Y	01/2020	PPO,HDHP	Y	Y	Y	HDHP HSA	58%	Anthem Blue Cross Blue Shield
FLORENCE	Y	01/2016	PPO,EPO	Y	N	N	PPO	95%	CEBT/United
FORT COLLINS	Y	01/2017	PPO,Self,1 PPO Plans	Y	Y	Y	Only one plan	0%	UMR
FORT LUPTON	Y	01/2019	PPO	Y	Y	N		0%	Humana
FORT MORGAN	Y	01/2017	PPO,Self	Y	Y	Y	Base	78%	Self insured - Network = CIGNA
FOUNTAIN	Y	10/2018	PPO	Y	Y	Y	Plan A	76%	MERITAIN
FREDERICK	Y	02/2019	HMO,PPO,High Deductible with HSA	Y	Y	Y	High Deductible with HSA	90%	United Healthcare / CEBT
FRISCO	Y	01/2017	Self	Y	Y	Y		95%	TPA- CNIC
FRUITA	Y	01/2020	PPO	Y	Y	Y	CEBT PPO4	100%	Colorado Employer Benefit Trust
GEORGETOWN	Y	01/2018		N	N	N		100%	
GILCREST	Y	01/2019	HMO,PPO	Y	N	N		0%	United Health Care
GLENDALE	Y	01/2017	Self	Y	Y	Y	SELF-INSURED	100%	SELF-INSURED
GLENWOOD SPRINGS	Y	01/2017	PPO,FSA	Y	Y	N	PPO IV	50%	CEBT-Willis HRH of Colorado

GOLDEN	Y	01/2020	PPO, Self Funded	Y	Y	Y	OAP	50%	Great West/CIGNA
GRANBY	Y	12/2019	HMO,HMOHDHSPHSA	Y	Y	Y	HMOHDHSPHSA	97%	CIGNA
GRAND JUNCTION	Y	01/2020	HMO,PPO,Partially self funded	Y	Y	Y	Classic	48%	Cigna
GRAND LAKE	Y	01/2017	PPO,EPO, HDHP	Y	Y	N	PPO	92%	CEBT
GREELEY	Y	01/2016	PPO	Y	Y	Y	PPO	45%	Cigna
GREEN MOUNTAIN FALLS	Y	01/2016	PPO	Y	N	N	only 1 plan offered	100%	CEBT broker - UMR
GREENWOOD VILLAGE	Y	1/2020	HMO	Y	Y	N		0%	Kaiser Permanente
GUNNISON	Y	01/2020	PPO	Y	Y	Y	PPO 3	58%	CEBT
GUNNISON COUNTY	Y	01/2019	PPO	Y	Y	Y	PPO	81%	CoreSource
GYPSUM	Y	01/2017		Y	N	N	All HSA	96%	CIGNA
HAXTUN	Y	01/2019	PPO	Y	Y	N		100%	CEBT
HAYDEN	Y	07/2018	PPO	Y	Y	N	PPO/HRA are only plans available	100%	CEBT
IGNACIO	Y	01/2017	PPO	Y	Y	Y	PPO2	87%	CEBT
KERSEY	Y	1/2017	PPO	Y	Y	Y	PPO	100%	PFS Insurance Group
KIOWA	Y	01/2017	PPO	Y	N	N	PPO	100%	United Health Care
KREMLING	Y	03/2018	PPO	Y	Y	N	Plan A	100%	Anthem Blue Cross Blue Shield
LAFAYETTE	Y	01/2019	HMO	Y	Y	Y	HMO	98%	Kaiser Permanente
LAKEWOOD	Y	4/2019		Y	Y	N	Cigna HRA	76%	Cigna
LAMAR	Y	01/2018	PPO	Y	Y	Y	The PPO	85%	County Health Pool
LEADVILLE	Y	01/2016	PPO	Y	Y	Y	PPO B1500	0%	County Health Pool
LONE TREE	Y	01/2018	HMO	Y	N	N	HMO	68%	Cigna
LONGMONT	Y	01/2019	HMO,POS	Y	Y	Y	Kaiser HMO	80%	Kaiser Permanente
LOUISVILLE	Y	01/2019	HMO,POS	Y	Y	Y	HMO	52%	Kaiser Permanente
LOVELAND	Y	01/2017	PPO,Self	Y	Y	Y	PPO	89%	UMR
LYONS	Y		POS	Y	Y	Y		15%	United Health
MANITOU SPRINGS	Y	01/2016	PPO	Y	Y	N	Cigna	50%	Cigna Healthcare
MEAD	Y	01/2019	HMO,PPO,HRP	Y	Y	N	PPO	100%	CEBT
MEEKER	Y	01/2016	HMO,PPO	Y	Y	N	no choice all are on HMO	100%	CEBT
MINTURN	Y		PPO	Y	N	N		100%	Anthem/Blue Cross
MONTE VISTA	Y	07/2014	Self	Y	Y	N	SELF INS.	100%	Cigna
MONTROSE	Y	01/2020	PPO,Self	Y	N	N	PPO	95%	UMR
MONUMENT	Y	01/2019	HMO,PPO,Self	Y	Y	Y	HMO Plan	90%	Kaiser Permanente
MORRISON	Y		HMO	Y	Y	N		0%	Kaiser Permanente
MOUNTAIN VILLAGE	Y	01/2020	PPO	Y	Y	Y	PPO 4	100%	CEBT/ UMR
MT. CRESTED BUTTE	Y		Self	Y	Y	Y		100%	Cypress
NEW CASTLE	Y	01/2017	PPO	Y	Y	Y	PPO-III	85%	CEBT
NORTHGLENN	Y	08/2019	HMO	Y	Y	Y	HMO	98%	Kaiser
OURAY	Y	12/19	HMO	Y	Y	Y	HMO	90%	Rocky Mountain Health Plans
PAONIA	Y	12/2018	HMO	Y	Y	N	RMR Exclusive HMO Silver \$1750/70%/\$40	80%	Rocky Mountain HMO
PARACHUTE	Y	01/2017	HMO	N	Y	N		100%	United Health Care
PARKER	Y	01/2018	PPO,HDHP	Y	Y	Y	PPO	95%	Cigna
PLATTEVILLE	Y	01/2016	HMO,PPO	Y	N	N	PPO	63%	United Health Care
PONCHA SPRINGS	Y	1/1/16	EPO2	Y	N	N	EPO3	100%	Colorado Employer Benefit Trust
PUEBLO	Y	01/2020	HMO,PPO	Y	Y	Y	HMO	50%	Anthem Blue Cross Blue Shield
RANGELY	Y	01/2019	PPO	Y	Y	N	N/A	99%	CEBT
RIDGWAY	Y	1/2019	PPO,HRP	Y	Y	N	HRA	50%	CEBT
RIFLE	Y	01/2017	PPO,HDHP	Y	Y	Y		0%	County Health Pool (BCBS)
SAGUACHE	Y	01/2017	HMO	Y	Y	Y	employee only	50%	SLV HMO
SALIDA	Y	07/2019	PPO,HD2800	Y	Y	Y	PPO	81%	CEBT/Willis Towers Watson
SEVERANCE	Y	01/2020	PPO	Y	Y	Y		100%	UMR United Health Care
SHERIDAN	Y	01/2019	PPO	Y	Y	Y	PPO	43%	Cigna
SILT	Y	01/2020	PPO	Y	Y	Y		100%	CEBT
SILVERTHORNE	Y	01/2017	PPO,Self	Y	Y	Y		98%	Regional Care, Inc.
SNOWMASS VILLAGE	Y	06/2017	PPO	Y	Y	Y	Choice Plan/FT employees	81%	Cigna
SOUTH FORK	Y	01/2016	PPO	Y	Y	Y	PPO	100%	PUBLIC SECTOR HEALTH CARE GROUP/United Health
SPRINGFIELD	Y	01/2019		Y	Y	Y	United Health Care Choice Plus - HSA	100%	United Health Care
STEAMBOAT SPRINGS	Y	02/2013	PPO	Y	N	N		98%	Self Funded Administered by Regional Care Inc.
STERLING	Y	01/2019	PPO	Y	Y	Y	Plan B \$1000 Deductible	66%	County Health Pool
SUMMIT COUNTY	Y	01/2020	PPO,Self	Y	Y	Y	PPO	86%	EBMS
SUPERIOR	Y	01/2020	PPO	Y	Y	Y	PPO	75%	Anthem Blue Cross / Blue Shield

TELLURIDE	Y	01/2018	PPO,Self	Y	Y	Y		100%	self-insured
THORNTON	Y	03/2018	HMO	Y	Y	Y	KAISER HMO	49%	KAISER
TIMNATH	Y	01/2017	HMO,EPO	Y	Y	Y	EPO	100%	CEBT
TRINIDAD	Y	01/2016	PPO	Y	Y	N	Only one plan offered	94%	Rocky Mountain Health Plans
VAIL	Y	01/2020	PPO,Self	Y	Y	N	ONLY ONE PLAN	92%	Cigna
WALSENBURG	N	012020	PPO	Y	Y	Y	PPO4	71%	CEBT
WELLINGTON	Y	01/2019	PPO,Self	Y	N	N	HSA	80%	Cigna
WESTCLIFFE	Y	07/2019	PPO	Y	N	N	PPO	100%	United Health Care (UMR)
WESTMINSTER	Y	01/2020	POS,Self,DHMO	Y	Y	N	POS	89%	AETNA / KAISER
WHEAT RIDGE	Y	01/2016	HMO	Y	Y	Y	HMO	49%	Kaiser
WINDSOR	Y	01/2020	PPO	Y	Y	Y	POS	85%	CEBT-Willis
WINTER PARK	Y	01/2020	PPO,Partially self-funded PPO	Y	N	Y	Only one plan	100%	Cigna
WOODLAND PARK	Y	01/2020	PPO	Y	Y	Y	HSA	66%	Cigna
YUMA	Y	07/2017	EPO	Y	Y	N	EPO4	100%	UMR

**Colorado Municipal League**  
**General Holiday Summary Report**  
**4/13/2020**

Entity	Days/ Year	Practices
ALAMOSA	10	New Years Day; Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving, Day after Thanksgiving, Christmas Eve (half day), Christmas
ARVADA	9	Plus 3 floating days with approval of the supervisor.
ASPEN	9	9 observed holidays, 2 are added to vacation accrual for actual total of 11.
AURORA	10	New Years Day Martin Luther King Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Day
AVON	10	New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Discovery Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.
BASALT	10	New Years Day Martin Luther King Jr Day Presidents Day Memorial Day Independence Day Labor Day Thanksgiving Day Day After Thanksgiving Day Christmas Eve Christmas Day
BENNETT	11	New Years Day; Martin Luther King; President's Day; Memorial Day; Independence Day; Labor Day; Veterans Day; Thanksgiving Day; Christmas Day
BERTHOUD	12	New Years Day Martin Luther King Day Presidents Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day After Thanksgiving Christmas Eve Christmas Day Birthday
BLACK HAWK	11	New Year's Day Martin Luther King, Jr. Day Presidents' Day Memorial Day Independence Day Labor Day Thanksgiving Day Day After Thanksgiving Day Christmas Eve Christmas Day New Year's Eve
BLUE RIVER	11	New Years Day MLK Presidents Memorial 4th of July Labor Day Thanksgiving Day after Thanksgiving Christmas Eve Christmas Day Floating/Birthday Holiday
BRECKENRIDGE	0	Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and day after, December 25th, four (4) hours on Dec. 24, and New Years Day.
BRIGHTON	11	New Year's Martin Luther King President's Memorial Independence Labor Veteran's Thanksgiving Day after Thanksgiving Christmas Eve Christmas day
BROOMFIELD	11	Holidays are 8 hour days. Employees who work a compressed workweek must supplement regular hours with annual leave. Employees who work on the holiday accrue 8 hours of holiday leave and are paid a premium rate of 1.5
BRUSH	0	New Year's Day, President's Day, Good Friday 1/2 day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving Day, 1 Day as floating holiday between Thanksgiving & Christmas, 1/2 day Christmas Eve, 1/2 day New Year's Eve
BUENA VISTA	11	New Years MLK Birthday President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day after Thanksgiving Christmas Eve Christmas Day
BURLINGTON	9	New Years Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Eve Christmas
CANON CITY	0	New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Christmas Eve 1/2 Day,
CARBONDALE	11	New Year's Day; President's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; Day after Thanksgiving; Christmas Day; Colorado Day (floating); Election Day (floating only given to employees hired before 01/01/1991)
CASTLE ROCK	9	New Years, MLK Jr., Presidents', Memorial, Independence, Labor, Verterans, Thanksgiving, and Christmas Days.
CEDAREDEGE	11	New Year's Day Martin Luther King Jr Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day and the following Friday Christmas Day Half days on the last working day before New Year's Day and Christmas
CHERRY HILLS VILLAGE	9	New Year's Day, MLK Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day
COLORADO SPRINGS	10	New Year's; Martin Luther King; Presidents' Day; Memorial Day; Indpendence Day; Labor Day; Veteran's Day; Thanksgiving and the day after; Christmas.
COMMERCE CITY	10	New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day
CORTEZ	10	New Year's Day President's Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Day following Thanksgiving Last working day before Christmas - 4 hours Christmas Day Last working day before New Year's Day - 4 hours
CRESTED BUTTE	12	New Year's Day, MLK Day, President's Day, Memorial Day, July 4, Colorado Day, Labor Day, Columbus Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, day after Christmas
CRIPPLE CREEK	12	New Year's, Martin Luther King, Presidents', Memorial, Independence, Labor, Columbus, Veteran's, Thanksgiving + Day after, Christmas-12/24 and 12/25
DACONO	11	New Years Day, Martin Luther King, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas Day, Note: All FTEs get paid 96 hours of Holiday/yr including personal ho
DELTA	10	Christmas, New Years, Presidents Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Columbus Day, 2 days at Thanksgiving
DELTA COUNTY	11	New Years Day Martin Luther King Day Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day Friday after Thanksgiving Day Christmas Day
DENVER	10	New Year's Day; Martin Luther King Day; Presidents Day; Casar Chavez Day; Memorial Day; Indendence Day; Labor Day; Veteran's Day; Thanksgiving Day; Christmas Day;



DILLON	11	
DURANGO	11	For 2020: New Years Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day
ENGLEWOOD	12	New Years Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving & the Friday after, Christmas Eve & Day, New Years Eve
ERIE	13	New Year's Eve, New Year's Day, MLK, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day Following Thanksgiving Day, Christmas Eve, and Christmas Day, Floating Holiday
ESTES PARK	7	New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve Day, Christmas Day
EVANS	11	New Year's day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans'Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Day after Christmas, and one Floating Holiday.
FEDERAL HEIGHTS	0	New Years Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, one half (1/2) day on Christmas Eve and Christmas Day.
FIRESTONE	10	New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas (2) days
FLORENCE	9	New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day Holidays are paid on an 8 hour day
FORT COLLINS	9	New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Christmas Day
FORT MORGAN	9	New Years Day Martin Luther King Day Presidents Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Christmas Day
FOUNTAIN	11	New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Eve (Half Day), Christmas Day, New Year's Eve (Half Day).
FREDERICK	11	New Year's Day MLK Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day After Thanksgiving Day Christmas Eve Christmas Day
FRISCO	8	New Years Day (all are 8 hour days) Memorial Day Independence Day Labor Day Thanksgiving (Thurs & Fri) Christmas Eve Christmas Day
FRUITA	10	New Year's Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Friday following Thanksgiving, Christmas Day
GILCREST	11	New Years Martin Luther King Presidents Memorial Independence Labor Veterans Thanksgiving Day after Thanksgiving Christmas One Floating
GLENDALE	11	New Year's Day Martin Luther King President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving, Thursday & Friday Christmas Eve Christmas Day
GLENWOOD SPRINGS	9	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving day Day after Thanksgiving day Christmas Eve (last scheduled working day before Christmas) Christmas Day
GOLDEN	9	New Year's Day, MLK Day, President's Day, Memorial Day, 4th of July Observed, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day,
GRANBY	10	New Years Day, Presidents Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day and Friday after, 1/2 day Christmas Eve, Christmas Day, 1/2 day New Years Eve, one floating holiday
GRAND JUNCTION	0	PTO is used for Holidays Days observed (most offices closed): New Years Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day.
GRAND LAKE	6	New Years Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Christmas Day.
GREELEY	11	
GREENWOOD VILLAGE	11	Police use their holidays as floating holidays. New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving Day, Christmas Eve, Christmas Day.
GUNNISON	12	New Years; Martin Luther King Day; President's Day; Memorial Day; 4th of July; Labor Day; Indigenous Peoples Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Eve Day; Christmas. Days are 8 hours.
GUNNISON COUNTY	11	New Year's Day Martin Luther King Jr.'s Day Presidents Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Eve Christmas Day
GYPSUM	12	New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, Employee Birthday
HAXTUN	10	New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, 1/2 Day Christmas Eve, and 1/2 Day New Years Eve.
HAYDEN	10	New Years, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, day after Thanksgiving, Christmas, 1 Floating Holiday.
IGNACIO	10	New Years Day Martin Luther King Day Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Christmas
KERSEY	10	New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Friday After, Christmas Eve, Christmas Day
KIOWA	0	
KREMMLING	10	
LA JUNTA	0	New Year President's Day Good Friday afternoon Memorial Day July 4th Labor Day Columbus Day Veterans Day Thanksgiving and day after Christmas
LAFAYETTE	9	New Year's Day, MLK's B-day, Presidents' Day, Memorial Day, 4th of July, Labor Day, Veterans' Day,

		Thanksgiving, Christmas Day; if Christmas Eve falls on a weekday, then off 1/2 day.
LAKEWOOD	13	11 Holidays plus 2 floating holidays.
LAMAR	9	New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and day after; Christmas and a day in conjunction with.
LONE TREE	0	New Years Day Martin Luther King Day Presidents Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Day after Thanksgiving Christmas Eve (half day) Christmas Day
LONGMONT	10	New Year's Day, Martin Luther Kings, Jr. Day, President's Day, Veteran's Day, Thanksgiving, Day After Thanksgiving, Christmas Day, Memorial Day, Labor Day, Independence Day
LOUISVILLE	9	Included in paid leave bank. New Year's Day MLK Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day + day after Christmas Day + day after
LOVELAND	8	2017: Jan 2 New Years Day; May 29 Memorial Day; July 4 Independence Day; Sept 4 Labor Day; Nov 10 Veteran's Day; Nov 23 Thanksgiving Day; Nov 24 day after Thanksgiving; Dec 25 Christmas Day
MANITOU SPRINGS	11	New Year's Day Martin Luther King's Birthday Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Day
MEAD	11	New Years Day MLK Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day after Thanksgiving Christmas Eve Christmas Day
MEEKER	11	New Years Day, Martin Luther King Day, President's Day, Memorial Day, Fourth of July, Columbus Day, Veterans Day, Thanksgiving and the Friday after Thanksgiving and Christmas
MONTE VISTA	11	New Years Day, Martin Luther King Day, Presidents Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day & Friday following, Christmas Eve Day & Christmas Day.
MONTROSE	9	New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.
MONUMENT	13	Use it or lose it
MORRISON	13	New Year's, MLK, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Friday After Thanksgiving, Christmas Eve, Christmas Day, 2 Floating Days.
MOUNTAIN VILLAGE	0	
MT. CRESTED BUTTE	12	New Years, MLK, Presidents ,Memorial, independence, Labor Day, Thanksgiving, Veterans, Christmas - Floating - Columbus, Colorado and Birthday
NEW CASTLE	10	New Years, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving, Friday after Thanksgiving, 1/2 day Christmas Eve, Christmas Day, 1/2 day New Years Eve.
NORTHGLENN	10	New Years Day MLK Birthday Presidents Day Memorial Day Labor Day Independence Day Veterans Day Thanksgiving Day after Thanksgiving Christmas Day
OURAY	10	NY day; President's Day; MLK; Memorial Day; July 4th; Labor Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Eve; Christmas Day
PALISADE	11	New Year's Day, Martin Luther King, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and either the day before or after Christmas as determined by the Town Administer
PAONIA	9	New Year's Day, President's Day, Memorial Day, Independence Day, labor Day, Veteran's Day, Thanksgiving, 1/2 Day Christmas Eve, Christmas Day, 1/2 Day New Year's Eve
PARACHUTE	11	New Years Day Martin Luther King Birthday Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day Day after Thanksgiving Christmas Day
PARKER	11	New Years Day Independence Day Thanksgiving Day Martin Luther King Jr. Day Labor Day Day After Thanksgiving Presidents Day Veterans Day Christmas Eve Memorial Day Christmas
PLATTEVILLE	11	Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans Day, Thanksgiving & the Friday after, Christmas-2 days, New Years, and one Floating
PONCHA SPRINGS	12	Martin Luther King, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving and the Friday after, Christmas Eve and Christmas Day, New Years Eve.
PUEBLO	10	1) NEW YEARS DAY 2) MARTIN LUTHER KING, JR DAY 3) PRESIDENT'S DAY 4) MEMORIAL DAY 5) FOURTH OF JULY 6) LABOR DAY 7) COLUMBUS DAY 8) THANKSGIVING DAY 9) FRIDAY FOLLOWING THANKSGIVING 10) CHRISTMAS DAY
RANGELY	9	New Years, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Day after, Christmas and Day after
RIDGWAY	9	New Years, Martin Luther King, Presidents Day, Memorial, Independence, Labor, Thanksgiving and the day after, Christmas
ROCKY FORD	7	New Years, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving & Christmas.
SAGUACHE	12	
SALIDA	10	New Year's Day Veterans Day Martin Luther King Day Thanksgiving Day Presidents Day Day after Thanksgiving Memorial Day Christmas Day Independence Day Labor Day
SEVERANCE	11	New Years Day Martin Luther King Jr. Day Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day The Friday immediately following Thanksgiving Christmas Eve and Christmas Day
SILT	12	New Years Day Martin Luther King Jr Day President's Day Memorial Day Fourth of July Labor Day Columbus Day Veteran's Day Thanksgiving Day the day after Thanksgiving Day Christmas Day the day after Christmas Day
SILVERTHORNE	11	New Year's Day Memorial Day Independence Day Labor Day Thanksgiving & Day After Christmas Eve & Christmas 3 Floating Holidays
SNOWMASS VILLAGE	12	
SOUTH FORK	12	New year's Eve Day (1/2) New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Friday after Thanksgiving Day Christmas Eve Day Christmas Day

SPRINGFIELD	8	New Year's Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Christmas
STEAMBOAT SPRINGS	9	New Years Day, Martin Luther King's B-day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
STERLING	9	Days that City Offices are closed, New Year's Day Veteran's Day President's Day Thanksgiving Day Memorial Day 1st Friday after Thanksgiving July 4th Christmas Labor Day
SUMMIT COUNTY	0	New Years, MLK, President's, Memorial, Independence, Labor, Columbus, Veteran's, Thanksgiving, Friday after Thanksgiving, Christmas Eve (1/2 day), Christmas
SUPERIOR	11	New Year's Day; MLK Day; President's; Memorial; July 4th; Labor; Veteran's; Thanksgiving and Friday after; Christmas Eve and Day. Holiday on Sun., then Mon. observed; if falls on Sat., then Fri. is observed
TELLURIDE	9	8 hour days: New Year's, Martin Luther King, Memorial Day, July 4, Labor Day, Thanksgiving Thursday and Friday, Christmas Day. President's Da
THORNTON	11	Standard 9 holidays/yr (no President's Day) plus 1 floating holiday and 1 discretionary holiday
TIMNATH	10	New Years MLK Jr. President's Memorial Independence Labor Thanksgiving Friday after Thanksgiving Christmas One floating (usually around Christmas/New Year's)
VAIL	0	included in vacation/holiday - double time for non-exempt on 6 designated days/yr if worked.
WALSENBURG	13	New Years Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Independence Day, Colorado Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and the day after Thanksgiving, Christmas Eve and Christmas Day
WELLINGTON	10	New Year's Day MLK Day President's Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Day after Thanksgiving Day Christmas
WESTCLIFFE	11	New Years day, Martin Luther King day, Presidents day, Memorial day, Independence day, Labor day, Columbus day, Veterans day, Thanksgiving and the Friday after, Christmas day
WESTMINSTER	9	Includes 1 floating holiday. (10 hours)
WHEAT RIDGE	10	New year's Day; President's Day; Martin Luther King, Jr. Day; Independence Day; Labor Day; Memorial Day; Veteran's Day; Thanksgiving Day; Day After Thanksgiving;and, Christmas Day
WINDSOR	10	10 paid observed holidays
WINTER PARK	8	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving Day after Thanksgiving Christmas
WOODLAND PARK	12	NEW YEARS, MARTIN LUTHER KING, PRESIDENTS, MEMORIAL DAY, 4TH OF JULY, LABOR DAY, VETERANS DAY, THANKSGIVING AND THE DAY AFTER, CHRISTMAS EVE, CHRISTMAS DAY, New Years Day. FALLS ON SATURDAY, OBSERVED ON FRIDAY. FALLS ON SUNDAY, OBSERVED ON MONDAY.
YUMA	10	New Years, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving & Day After, 1/2 day Christmas Eve, Christmas Day, 1/2 day Yuma County Fair.

**Colorado Municipal League**  
**General LTD Summary Report**  
**4/13/2020**

Entity	LTD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
ALAMOSA	Y		13 days	100.00%	44		
ARVADA	Y		90 days	100.00%	\$.43/\$100	60%	\$6,000 per month
ASPEN	Y			0.00%			
AURORA	Y		90 days	100.00%	2.6%		
AVON	Y		120 days	100.00%		3 Tier Disability Plan	66 2/3%; \$10,000.00 per week; based on age at dis
BASALT	Y		90 Days	100.00%	.48%	60% of Monthly Earnings	\$8000 per month
BENNETT	Y			100.00%			60%
BERTHOUD				0.00%			
BLACK HAWK	Y		90 days	100.00%	.30	Disability	\$6,000/month
BRECKENRIDGE	Y		90 calendar days	60.00%		No	\$5,000.00 per month
BRIGHTON	Y		90 days	100.00%	.37	Police Officers	\$8,000 a month until 65 yrs old
BROOMFIELD	Y		90 days	100.00%	\$.26/\$100	60% of monthly income	\$5,000 per month
BUENA VISTA			90 days	60.00%	5% yearly/12		6000/month
CANON CITY	Y	Y	180 Days	100.00%		66 2/3% of basic wkly compensation	5 years with some exceptions based on age
CARBONDALE				%			
CASTLE ROCK	Y		90 days	100.00%	\$.365/\$100	60% of monthly income	\$7,000 per month
CEDAREDGE	Y		1st day of disability	100.00%	0.410% of total covered payroll	Mutual of Omaha	\$6,000 per month
CHERRY HILLS VILLAGE	Y		90 days	100.00%	\$.52 per \$100		\$6000 per month
COLORADO SPRINGS	Y		180 days	0.00%	graded sch. based on sal., age & vesting class	yes	\$7500 per month
COMMERCE CITY	Y		90 days	100.00%	\$.00026 per dollar in wages paid	60% of base wages	\$6000 per month
CRESTED BUTTE	Y		180 days	100.00%	.0052 of wages		60% of salary
CRIPPLE CREEK	Y		90 calendar days	100.00%	Monthly Salary/100*.56	60% of base	\$6000 per month
DACONO	Y		90 days	0.00%	salary/12/100*age band rate		60% of earnings max \$5000/mo
DELTA	Y		6 months	100.00%	hourlyxannual hr/12/\$100.00x.58x2	60% base salary	up to qualification for social security disability
DELTA COUNTY	Y			100.00%			
DENVER	Y		60 days	100.00%	0.17 per \$100 of coverage		60 % of \$10,000 of coverage
DILLON	Y		90 days	100.00%	.49 per 1000	Yes for officers	66 2/3 up to age 65
DURANGO	Y		90 days	100.00%	.298% per \$100 cov salary	No	\$6,000 per month
ENGLEWOOD	Y		6 Months	100.00%	\$.25 per \$100/mo	No	60% of salary to max of \$7,000/mo
ERIE	Y		11 weeks	100.00%	.363/month per \$100 of salary	60% of monthly salary	5000.00 per month
ESTES PARK	Y			0.00%			
EVANS	Y		90 days	100.00%	.266 per \$100	Standard FPPA for police	LT: \$6,000 monthly
FEDERAL HEIGHTS	Y	Y	180 days	0.00%			up to \$4,000 per month
FIRESTONE	Y		12 weeks	100.00%	3.92	Yes	\$5000.00
FORT COLLINS	Y	Y	90 calendar days	100.00%	\$.462/\$100 mnthly salary	Voya/FPPA	\$7,500 per month
FORT LUPTON	Y		90	100.00%	Age+Wage Formula		60% of earnings
FORT MORGAN				0.00%			
FOUNTAIN	Y		90 days	100.00%	14.72		\$4,500.00 Monthly
FREDERICK	Y			0.00%	(Monthly earnings / 100) x rate determined by age	60% of earnings	\$8,000 per month
FRISCO	Y	Y		100.00%	60%	yes	
FRUITA				0.00%			
GEORGETOWN	Y		90 Days/ADEA 1	100.00%	\$25	Yes	60% Weekly- Max \$5000 per Month
GILCREST				0.00%			
GLENDALE	Y			100.00%	.45%		0
GLENWOOD SPRINGS	Y			60.00%		After 90 days of continuous disability	\$5000 Per Week
GOLDEN	Y		180 Days	100.00%	\$.24 per \$100 covered payroll		\$10,000/month
GRANBY	Y		90 days	100.00%	VARIES		
GRAND JUNCTION	Y		90 days	100.00%	.48 per 100	60% of salary	12 months
GRAND LAKE				0.00%			
GREELEY	Y		90 days	100.00%	60% base pay	Yes	10,000
GREENWOOD VILLAGE	Y		90 days	100.00%	\$.28/100	Yes	\$6,000/month
GUNNISON				0.00%			
GUNNISON COUNTY				0.00%			
GYPSPUM				0.00%			
HAYDEN	Y	Y	180 days	50.00%	Divided evenly per employee \$14 per month		\$5,000 per month to age 65
IGNACIO				%			

KERSEY	Y			100.00%	21.21	No	\$6000 month
KIOWA				0.00%			
KREMMLING				%			
LA JUNTA				%			
LAFAYETTE	Y		60 days	100.00%	.48 / \$1,000 of salary		\$6,000 / month
LAKEWOOD	Y		180 days	100.00%	.650% per \$100 of base salary	No	60% of salary up to \$15,000/month
LAMAR	Y		90 days	100.00%	.538/100	yes	60% of Salary up to \$4000 max
LONE TREE	Y		180 days	100.00%	based on employees rate of pay		6,000/month
LONGMONT	Y		90 days	100.00%	0.38 per 100	60% of monthly earnings	\$5000 per month
LOUISVILLE	Y		13 weeks	100.00%	\$ .32 per \$1,000	No	60%
LOVELAND	Y		more than 90 days	60.00%	0.450% per \$100 of monthly covered payroll	no	\$5000.00/mo
MANITOU SPRINGS				0.00%			
MEAD	Y			0.00%			
MONTE VISTA	Y		Payable after 180 days	100.00%	.470 per \$100		
MONTROSE	Y		90 Days	100.00%	.29/1000	60%	\$5000/month
MONUMENT	Y		30 days	100.00%	\$0.195	Yes	67% of Gross Salary
MORRISON				0.00%			
MOUNTAIN VILLAGE	Y	Y		100.00%	.042	yes	66%
NEW CASTLE				0.00%			
NORTHGLENN	Y		90	60.00%		yes	Monthly \$8000
OURAY	Y		90 days	100.00%	\$ .63 per \$100 covered payroll	no	\$6000/month
PAONIA	Y			0.00%			
PARKER	Y	Y	90 days	100.00%	0.24/100	Yes	5000/mo
PLATTEVILLE				%			
PUEBLO	Y		181 DAYS	0.00%	0.00		AGE 65
RANGELY				0.00%			
SALIDA	Y		90 days	100.00%	.5690% of total covered payroll	Yes	\$10,000.00 per month
SEVERANCE	Y		180	100.00%	0.00	Yes	
SHERIDAN	Y		90 days	100.00%	60% of monthly income		\$3,000
SILT	Y	Y	90 days	60.00%		yes	up to age 65
SILVERTHORNE	Y		90 days	100.00%	\$ .267 / \$100	No	\$1,000/wk
SNOWMASS VILLAGE	Y		90 days	100.00%	.81/1000	Yes	Based on salary
SOUTH FORK				0.00%			
SPRINGFIELD	Y			0.00%			
STEAMBOAT SPRINGS	Y		90 days	100.00%	.56 times covered payroll	60%	\$5,000/month
STERLING	Y		90 days after beginning STD	100.00%	salary/12/100xrate of pay		60%
SUMMIT COUNTY	Y	Y	180 days	100.00%			66%
SUPERIOR	Y		90 days	100.00%	\$ .462 per \$100 of monthly covered payroll	66 2/3%	\$7,500 per month
TELLURIDE	Y		90 days	100.00%	.45		6000.00/mo
THORNTON	Y		180 days	100.00%	\$0.27/\$100 of covered Payroll	60%	\$8,000
TIMNATH				0.00%			
VAIL	Y		181 days	100.00%	0.5	2.6%	\$7000 per month
WELLINGTON	Y	Y	90 Days	100.00%	.36 per \$100		6,000.00 per month
WESTMINSTER	Y		180 days	100.00%	\$ .47 / \$100	60% of base salary	\$12,000/mo
WHEAT RIDGE	Y		90 days	100.00%	.0038		6000/month
WINDSOR	Y		90 Days	100.00%	0.81% of covered payroll	60% monthly income	\$4,000 per month
WINTER PARK	Y		180 days	100.00%		no	60%
WOODLAND PARK	Y		180 DAYS	100.00%	.00023500	Mutual of Omaha	6000.00
YUMA				0.00%			

**Colorado Municipal League**  
**General Life Insurance Summary Report**  
**4/13/2020**

Entity	Ins	Provider	Employer		Premium Formula	Annual Coverage	Min Payout	Max Payout
			Premium	% Share				
ALAMOSA	Y			100.00%	11.20			\$100,000
ARVADA	Y	Hartford	Formula used \$.14/\$1,000 for life and AD&D \$.02/\$1,000	100.00%	\$.16/\$1,000 coverage	2 times base salary for all non sworn employees	2 times base salary for all non sworn employees	\$300,000
ASPEN	Y			0.00%				\$50,000
AURORA	Y	VOYA		100.00%		1x annual Salary		
AVON	Y	Lincoln Financial Group		100.00%		2 x annual salary	2x salary	\$350,000.00
BASALT	Y	Standard Insurance Company - CEBT	14.00	100.00%		100,000.00	10,000.00	300,000.00
BENNETT	Y			100.00%		200,000.00		
BERTHOUD	Y	Principal	4.26	100.00%	15000	15000	0	15000
BLACK HAWK	Y	CIGNA	0.00	100.00%	.15	2x annual salary max. 300,000		300000
BLUE RIVER	Y		11.20	100.00%	2.4	250000	250000	
BRECKENRIDGE	Y	Mutual of Omaha	28.85	100.00%	\$0.87 per month per \$1,000 of insurance	1.5 times annual pay		\$300,000.00
BRIGHTON	Y	Lincoln Financial	\$17.00	100.00%	yes	100,000	depending on age	200,000
BROOMFIELD	Y	Lincoln	Formula using basic earnings (.095/\$1,000 for life; .027/\$1,000 for AD&D)	100.00%	\$.122/\$1,000 coverage	1.5 times basic earnings, maximum \$200,000	1.5 times basic earnings, maximum \$200,000	\$200,000
BUENA VISTA	Y	CEBT	2.80	100.00%		20000.00		
BURLINGTON	Y	CEBT	\$2.80	100.00%		20,000	20,000	20,000
CANON CITY	Y	Dearborne National	12.50	100.00%	Flat rate	50000	50000	50000
CARBONDALE	Y	CEBT/Willits of Colorado, Inc.	7.00	97.00%		\$50,000.00		
CASTLE ROCK	Y	Hartford Life and Accident Insurance Company	\$.145/\$1,000 for life; \$.04/\$1,000 for AD&D.	100.00%	\$.185/\$1,000 of coverage per month	1 times base annual salary	1 times base annual salary	\$150,000
CEDAREDDGE	Y	CEBT & Principal Financial Group	11.01	100.00%	.0002324	\$45,000	45000	45000
CHERRY HILLS VILLAGE	Y	Lincoln Financial	\$12.00	100.00%	\$.19 per \$1000	Basic Annual Earnings	Basic Annual Earnings	100,000.00
COLORADO SPRINGS	Y	Aetna Life Insurance	\$.125 per \$1000 of coverage	100.00%	\$.155 per \$1000 of coverage	1.5 X Annual Salary	\$10,000	\$500,000
COMMERCE CITY	Y	CIGNA	\$10.65	100.00%	\$0.13 per K up to 150,000 + depend cost	150000	0	150000
CORTEZ	Y		\$10.50	100.00%		.5xannual salary	10,000.00	50,000.00
CRESTED BUTTE	Y	CEBT	2.80	100.00%		25000.00		
CRIPPLE CREEK	Y	MetLife	\$7.20 Based on \$30K annual salary	100.00%	.24 cents per \$1,000 of coverage	1x salary min of \$20,000 max of \$50,000	\$20,000 Life and \$20,000 AD&D	\$50,000 Life and \$50,000 AD&D
DACONO	Y	The Hartford	4.50	100.00%	\$.18/1000	\$25,000		
DELTA	Y	Reliance Standard Life Insurance	Single \$3.80 Family \$4.98	100.00%		\$10,000		
DELTA COUNTY	Y	Sun Financial	0	100.00%		20000	20000	20000
DENVER	Y	Standard Life	0	100.00%	\$0.22 per \$1000 of coverage	2x annual salary to a max of \$100,000		100,000
DILLON	Y	Lincoln National Life Insurance		100.00%	.187 per 1000	2x salary		
DURANGO	Y	The Hartford Insurance Company	0.2500 per \$1,000	100.00%	0.2800 per \$1,000	2 x annual salary	50,000	350,000
EATON	Y			100.00%	.38 per \$1000	annual salary		
ENGLEWOOD	Y		\$7.52	100.00%	.188/1000	1x salary Average Estimated @ \$40K	35,000	1x salary
ERIE	Y	Sun Life Financial	.151/month per \$1000 of coverage	100.00%	.176/month per \$1,000 of coverage	1.5 times annual salary	26,250	150,000
ESTES PARK	Y	Lincoln National Life Insurance	.14/\$1,000 for Life; .04/\$1,000 for AD&D	100.00%	.18/\$1,000.00	1 times salary rounded up, maximum \$50,000.00	1 times salary, maximum \$50,000.00	1 times salary, maximum \$50,000.00
EVANS	Y	Standard Insurance		100.00%	annual salary X .14 and .95 for dependent	1X annual salary per \$1000, up to \$100,000		\$100,000
FEDERAL HEIGHTS	Y	CEBT	3.5	100.00%	3.5	25000		
FIRESTONE	Y	Mutual of Omaha		100.00%	.13 per \$1000 of coverage	1.5 x annual salary up to \$350,000	Dependent upon salary payout is 1.5 x annual salary	\$350,000
FLORENCE	Y		2.24	80.00%		20,000		
FORT COLLINS	Y	Voya/Relia Star	\$.13/\$1,000 annual salary	100.00%	\$.145/\$1,000 annual salary	1 x annual salary	\$20,000	\$500,000
FORT LUPTON	Y	OneAmerica	0	100.00%		100000	100000	\$100,000
FORT MORGAN	Y	Lincoln Financial	11.05	100.00%	.195		One and one-half times the annual salary	150,000

FOUNTAIN	Y	LINCOLN LIFE	\$9.24	100.00%		2XAnnual Salary	2XAnnual Salary	\$200,000.00
FREDERICK	Y		9.50	100.00%		\$50,000		
FRISCO	Y	Mutual of Omaha	13.77	100.00%		1.5 their annual salary		\$150,000
FRUITA	Y			100.00%		20000.00		
GEORGETOWN			\$6.00	100.00%		\$25,000		
GILCREST	Y	United Health Care	10.00	100.00%		20,000		
GLENDALE	Y	RELIANT	.00025 per \$ of salary/month	100.00%	.025%	SALARY	NO MINIMUM	100000
GLENWOOD SPRINGS	Y	CEBT	13.99	100.00%	1.5 x Salary(rounded to the next higher \$1,000) x	1 1/2 times BasicAnnual Earnings Rounded Up \$1,000	\$2,000	\$300,000
GOLDEN	Y	Lincoln Financial	\$14.50 Based upon and average Salary of \$50K	100.00%	\$ .145/\$1,000	2 x annual salary up to max 400,000.00	1,000	400,000
GRANBY	Y	ONE AMERICA	\$19.00	100.00%		one times salary up to \$100,000	100000	100000
GRAND JUNCTION	Y	VOYA	formula for basic earnings (.008/1000 life, .02/1000 ad&d)	100.00%	.008 per 1000	1 x annual salary		350,000
GRAND LAKE	Y	CEBT/The Hartford	14.62	100.00%	0.473	45000	\$1,000	45000
GREELEY	Y	Sun Life	.12/1000 covered benefit approx. \$16.78 per/ee/mo.	100.00%	.145/1000 covered benefit	1.5 times base pay	\$10,000	\$400,000
GREEN MOUNTAIN FALLS	Y	CEBT	2.80	100.00%	.14 per \$1000 of coverage	\$20,000		
GREENWOOD VILLAGE	Y	Lincoln Financial	Based on formula - life insurance is .15/1000, AD&D is .02/1000.	100.00%	\$ .17/1000	1 1/2 X annual salary		\$150,000
GUNNISON	Y	CEBT	0.00	100.00%	.14 per thousand	\$25,000	\$25,000	\$50,000
GUNNISON COUNTY	Y	Lincoln Financial Group	1.95	50.00%	9.50	10,000		
GYPSUM	Y	Kansas City Life	10.00-\$12.00	100.00%	Based on salary	\$50,000		
HAYDEN	Y	CEBT	\$0.14 per \$1,000 annual wage	100.00%	\$0.14 per \$1,000 annual wage	1.5 x annual salary up to \$100,000		100,000
IGNACIO	Y	CEBT	2.50	0.00%	.14	20,000.00	20,000.00	20,000.00
KERSEY	Y	Sun Life	3.30	100.00%		15000.00		15000.00
KIOWA	Y	Humana	\$5.00	100.00%		20,000		20,000
KREMMLING	Y		\$11.00	100.00%	\$12.00 monthly		\$50,000.00	
LAFAYETTE	Y	The Hartford	One times annual salary	100.00%	.17/\$1000 LIFE, .03/\$1000 AD&D	1 x annual salary	\$1,000	\$150,000
LAKEWOOD	Y	Standard	Varies	100.00%	.135 per \$1000 of coverage	1.5 times annual salary	50000	500000
LAMAR	Y	Anthem Life Insurance	\$10.75 a person/per month	100.00%	21.5 per \$1000	\$50,000	\$15,000	\$50,000
LEADVILLE	Y	County Health Pool	5.50	100.00%		25000		25000
LONE TREE	Y	Cigna	13.00	100.00%	.13 per \$1000	100,000	100,000	100,000
LONGMONT	Y	Unum		100.00%	\$0.135 per 1000	1.5 times annual salary		\$175,000
LOUISVILLE	Y	Lincoln Financial	Varies by salary	100.00%	.85 per \$1,000	2.5 X base annual salary		300,000
LOVELAND	Y	Hartford	0.1% per \$1000	100.00%	0.010% per \$1000	1.5 x annual gross salary	n/a	\$200,000
LYONS	Y			100.00%	yes			
MANITOU SPRINGS	Y	Lincoln National Life Insurance	3.90	100.00%	3.20 for life, .70 for AD&D	\$20,000	\$20,000	\$20,000
MEAD	Y		7.0	100.00%		50,000.00		
MEEKER	Y	CEBT	2.80	100.00%			15000.00	15000.00
MONTE VISTA	Y	Lincoln Life	9.00	100.00%	.0300 per 1000	50000.	50000.	50000.
MONTROSE	Y	Mutual of Omaha	varies based on amount	100.00%	.15 per \$1000	2 times annual salary	2 times annual salary	200,000
MONUMENT	Y	Standard Insurance	Depends on age and salary	100.00%	\$0.195	1 times employees salary	1 times employees salary	1 times employees salary
MORRISON	Y	Lincoln Financial Group	20.00	100.00%		100,000		100,000
MOUNTAIN VILLAGE	Y	The Standard	7.00	100.00%	flat rate	\$50,000	\$50,000	\$50,000
MT. CRESTED BUTTE	Y	Unum		0.00%				
NEW CASTLE	Y	CEBT		0.00%				
NORTHGLENN	Y	Lincoln	Varies based on annual salary	100.00%		1.5 times annual salary	\$10,000	\$200,000
OURAY	Y	Kansas City Life	depends on annual income	100.00%	\$ .36 per \$1000	1X annual salary		\$60,000
PAONIA	Y	The Hartford	2.12	100.00%		10000.00		
PARACHUTE	Y	Kansas City Life Insurance Co.	6.40	100.00%		20,000.00	\$20,000.00	\$20,000.00
PARKER	Y	Lincoln Financial		100.00%		50000	50000	50000
PLATTEVILLE	Y	Mutual of Omaha	8.00	100.00%	\$8 for \$40,000 of coverage	\$40,000		
PONCHA SPRINGS	Y	Colorado Employer Benefit Trust	14.00	100.00%		100,000.00		
PUEBLO	Y	Lincoln Life Insurance	\$5.63	100.00%	\$5.63	25,000.00	\$25,000.00	\$25,000.00
RANGELY	Y	CEBT	.00029 of yearly salary	100.00%	.00029 of yearly salary	based on one year of salary up to 50,000	1 years salary	1 years salary
RIDGWAY	Y	CEBT	2.80	100.00%	2.80	10,000.00		
SALIDA	Y	CEBT/Willis Towers Watson	7.00	100.00%				\$50,000.00
SEVERANCE	Y		0.00	100.00%		20000		

SHERIDAN	Y	Mutual Of Omaha		100.00%		\$25,000	25,000	25,000
SILT	Y	Standard Insurance Company	4.20	100.00%			2 times annual salary minus 30,000	70,000
SILVERTHORNE	Y	Sun Life	Varies	100.00%	.15	2 x salary		\$250,000
SNOWMASS VILLAGE	Y	Standard	.238/1000	100.00%	.22/1000	2 x annual salary	Depends on salary	Depends on salary
SOUTH FORK	Y	MET LIFE	10.00	100.00%		20,000	NO	20,000
SPRINGFIELD	Y	Colorado Employee Benefit Trust	2.80	75.00%		20,000.00		
STEAMBOAT SPRINGS	Y	UNUM Provident		100.00%	.37/1000	1XAnnual salary		50,000
STERLING	Y	County Health Pool	Employee only \$4.80; Employee + dependents \$5.58	100.00%		20,000	20,000	40,000
SUMMIT COUNTY	Y	Guardian Life	Employer funded	100.00%			6 x annual	6 x annual
SUPERIOR	Y	Mutual of Omaha	\$.194 per \$1,000	100.00%	\$.194 per \$1,000	2x annual salary	0	350,000
TELLURIDE	Y	The Hartford	4.75	100.00%		25000		
THORNTON	Y	CIGNA LIFE	Formula based on annual salary	100.00%	\$0.10/\$1,000 coverage	1.5 X Annual salary	\$1,000	\$400,000
TIMNATH	Y	United Healthcare	2.80	100.00%	.28/\$1000	\$10000	\$10000	\$10000
TRINIDAD			\$6.00	0.00%		25,000.00		
VAIL	Y	Cigna	19.50	100.00%	0.155		50,000	200,000
WALSENBURG	Y	CEBT	4.20	100.00%		30000.00		
WELLINGTON	Y	Guardian	.25 per \$1,000 of coverage	100.00%	.25 per \$1,000 of coverage	50,000		
WESTCLIFFE	Y		2.80	100.00%		20,000.00		
WESTMINSTER	Y	Hartford Group Insurance	\$0.14 per \$1,000 of Benefit	100.00%	\$0.021 per \$1,000 of Benefit	1 x annual for non-exempt	\$10,000	\$400,000
WHEAT RIDGE	Y	Lincoln Financial		100.00%	.00021	1.5 times annual salary		150,000
WINDSOR	Y	The Standard	Based on Employee Salaries	100.00%	1.5 x annual salary (rounded) X .14	yes	No Minimum	No Maximum
WINTER PARK	Y	Cigna Life	11.50	100.00%		50000	50000	50000
WOODLAND PARK	Y	Mutual of Omaha	\$4.00	100.00%		20000.00	20000.00	40000.00
YUMA	Y	CEBT	2.80	100.00%	.14	20,000.00	5,000	20,000



**Compensation Survey System**  
**General Retirement Summary Report**  
**4/13/2020**

Entity	Num Plans	Administrator	Employer Contrib	Soc Sec	Plans							Ret TCV
						State	401(k)	401(a)	403(b)	457	Other	
BRECKENRIDGE	2			Y	Plan			Y		Y		7.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0% - 1%		100%		
CRESTED BUTTE	1			Y	Plan			Y		Y		19.65%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			varies from 6% to 12%		up to IRS allowed maximum		
DURANGO	2				Plan			Y		Y		11.20%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9%		up to \$19,500 or \$26,000 if 50+		
STEAMBOAT SPRINGS	3			Y	Plan			Y		Y		6.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol					Mand		
					EE Amt					3 percent		
TELLURIDE	4				Plan			Y		Y		0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand		Vol		
					EE Amt			3.0-6.0				
VAIL	3				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Both		Vol		
					EE Amt			0.00				
WINTER PARK	3				Plan			Y		Y	Y -	0.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			7.65%		Up to 15%	Roth IRA limits	
DENVER	2			Y	Plan			Y		Y		8.50%
					Ben/Cont			Ben				
					Mand/Vol			Mand		Vol		
					EE Amt			8.00%		Max. contribution \$17,000		
GOLDEN	3				Plan			Y		Y	Y - RHS	0.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10% sworn, all others 2%		Up to IRS Regulation Max		
COLORADO SPRINGS	1				Plan	Y				Y		0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand						
					EE Amt	8%				IRS Limits		
BRIGHTON	1				Plan			Y		Y		9.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			9%				
FORT COLLINS	3			Y	Plan			Y		Y	Y - GERP	7.50%
					Ben/Cont			Cont		Cont	Ben	
					Mand/Vol			Mand		Vol		
					EE Amt			3%		Up to IRS annual maximum	plan closed - only ER contribution	
GREELEY	2				Plan		Y			Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Vol		Vol		

CASTLE ROCK	2			Y	EE Amt							6.00%
					Plan			Y		Y		
					Ben/Cont			Both		Both		
					Mand/Vol			Both		Both		
PUEBLO	2				EE Amt			4%		Set by code		11.00%
					Plan	Y	Y			Y	Y - ICMA Roth IRA	
					Ben/Cont	Both	Cont			Cont	Cont	
					Mand/Vol	Mand	Vol			Vol	Vol	
GRAND JUNCTION	2			Y	EE Amt	8.00%	MAX ALLOWED BY IRS			MAX ALLOWED BY IRS	MAX ALLOWED BY IRS	6.00%
					Plan			Y		Y		
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
AURORA	2			Y	EE Amt			6%				10.00%
					Plan			Y		Y		
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
ALAMOSA	0				EE Amt			6.75%, with 6.75% City match		IRS allowable		0.00%
					Plan	Y						
					Ben/Cont	Ben						
					Mand/Vol	Mand						
ARVADA	2				EE Amt	8%						15.00%
					Plan			Y		Y		
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
BROOMFIELD	2			Y	EE Amt			8%		variable up to IRS limits		6.00%
					Plan			Y		Y		
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
BUENA VISTA	0				EE Amt			6%		Max is set by IR Code		0.00%
					Plan			Y		Y		
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand				
CANON CITY	2			Y	EE Amt			3%				4.30%
					Plan					Y	Y - Pension Plan	
					Ben/Cont					Cont	Cont	
					Mand/Vol					Vol	Mand	
CHERRY HILLS VILLAGE	0				EE Amt						4.9%	0.00%
					Plan		Y					
					Ben/Cont		Cont					
					Mand/Vol		Vol					
COMMERCE CITY	3				EE Amt		Up to 5%					10.00%
					Plan			Y		Y	Y - Roth IRA	
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
ENGLEWOOD	3				EE Amt			6 %		1% up to IRS limits	1% up to IRS limits	0.00%
					Plan			Y		Y	Y - Roth IRA	
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol	Vol	
FEDERAL HEIGHTS	1				EE Amt			3%		Varies	Varies	0.00%
					Plan			Y		Y		
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
FLORENCE	0				EE Amt			3%				0.00%
					Plan					Y		
					Ben/Cont					Cont		
					Mand/Vol					Vol		
FORT LUPTON	2				EE Amt					IRS Max		0.00%
					Plan			Y		Y		
					Ben/Cont			Cont		Cont		

					Mand/Vol			Mand		Vol		
					EE Amt			4%		IRS Max		
GLENDALE	3				Plan		Y			Y	Y - ROTH	0.00%
					Ben/Cont		Cont			Cont	Cont	
					Mand/Vol		Vol			Vol	Vol	
					EE Amt							
GLENWOOD SPRINGS	0				Plan		Y	Y		Y		0.00%
					Ben/Cont		Both	Both		Cont		
					Mand/Vol		Vol	Vol		Vol		
					EE Amt		3%	7.5%		A Maximum of \$18,000 per year		
GRAND LAKE	2			Y	Plan					Y	Y -	4.00%
					Ben/Cont					Cont	Ben	
					Mand/Vol					Vol	Vol	
					EE Amt					8%		
GREENWOOD VILLAGE	3			Y	Plan		Y	Y		Y		8.00%
					Ben/Cont		Cont	Cont		Cont		
					Mand/Vol		Vol	Vol		Vol		
					EE Amt		Up to IRS limits, City will match 3% of either 401(k) or 457	City pays 5%, no employee contribution required		Up to IRS limits, City will match 3% of either 401(k) or 457		
GYPSUM	2			Y	Plan			Y		Y		7.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			7% of salary				
IGNACIO	1				Plan		Y					0.00%
					Ben/Cont		Ben					
					Mand/Vol		Mand					
					EE Amt		5% Minimum					
KIOWA	0				Plan			Y		Y		0.00%
					Ben/Cont			Both		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6.2%				
LAFAYETTE	3				Plan			Y		Y	Y -	10.20%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			8%		varies	varies	
LAKEWOOD	2				Plan			Y		Y		10.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9.2%		Up to allowable by law.		
LONGMONT	3				Plan			Y		Y	Y - Defined Benefit	9.50%
					Ben/Cont			Cont		Cont	Ben	
					Mand/Vol			Mand		Vol	Mand	
					EE Amt			5% of base salary			5.0% of base salary	
LOUISVILLE	3			Y	Plan			Y		Y	Y - Roth	9.50%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			5.0		varies	varies	
LOVELAND	2			Y	Plan			Y		Y		9.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			3%		100% of includable compensation up to IRS maximum		
MOUNTAIN VILLAGE	1				Plan	Y	Y			Y		0.00%
					Ben/Cont	Ben	Cont			Cont		
					Mand/Vol	Mand	Vol			Vol		

					EE Amt	8%						
NORTHGLENN	4				Plan			Y		Y		0.00%
					Ben/Cont					Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			12%		Varies		
RANGELY	2			Y	Plan					Y - 401b		5.00%
					Ben/Cont					Cont		
					Mand/Vol					Mand		
					EE Amt					5%		
RIFLE	2				Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol					Vol		
					EE Amt			0		1% or greater		
STERLING	2			Y	Plan			Y		Y		7.37%
					Ben/Cont			Cont		Cont		
					Mand/Vol					Vol		
					EE Amt			Employee cannot contribute to 401a		Maximum allowed by IRS		
SUMMIT COUNTY	5				Plan			Y		Y	Y -	0.00%
					Ben/Cont			Ben		Cont	Ben	
					Mand/Vol			Mand		Vol	Mand	
					EE Amt			3% match		voluntary		
SUPERIOR	2				Plan			Y		Y	Y - Roth 457 (b)	15.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol					Vol	Vol	
					EE Amt			none				
THORNTON	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6%				
WESTMINSTER	2				Plan			Y		Y	Y -	10.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10% - Additional amount is voluntary		IRS guidelines	457 Roth; same as above	
WOODLAND PARK	2			Y	Plan			Y		Y		12.50%
					Ben/Cont			Cont		Both		
					Mand/Vol			Mand		Vol		
					EE Amt			5%		Varies up to IRS Maximum		
AVON	2				Plan			Y		Y		11.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			11%		additional amount elected by employee within the IRS guidelines		
BENNETT	0				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			3%				
DELTA	2			Y	Plan			Y		Y		5.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand		Vol		
					EE Amt			3 percent		no set amount		
ERIE	1			Y	Plan					Y		8.00%
					Ben/Cont					Cont		
					Mand/Vol					Vol		
					EE Amt					IRS maximum		
EVANS	2				Plan		Y			Y		15.00%

					Ben/Cont		Cont		Cont		
					Mand/Vol		Vol		Vol		
					EE Amt						
FORT MORGAN	1				Plan	Y					0.00%
					Ben/Cont	Both					
					Mand/Vol	Mand					
					EE Amt	8.0%					
GEORGETOWN	0				Plan	Y				Y -	0.00%
					Ben/Cont					Cont	
					Mand/Vol					Mand	
					EE Amt					3%	
HAYDEN	1			Y	Plan				Y		7.00%
					Ben/Cont				Cont		
					Mand/Vol				Vol		
					EE Amt				up to Federal maximum		
KERSEY	1				Plan				Y		0.00%
					Ben/Cont				Cont		
					Mand/Vol				Vol		
					EE Amt				Up to 5%		
MONTE VISTA	2			Y	Plan		Y		Y		8.00%
					Ben/Cont		Ben		Cont		
					Mand/Vol		Mand		Vol		
					EE Amt		.00		100%		
NEW CASTLE	2				Plan		Y		Y		0.00%
					Ben/Cont		Cont		Ben		
					Mand/Vol		Mand		Vol		
					EE Amt		4% of their gross wages		Up to maximum allowed by law		
PARACHUTE	1			Y	Plan		Y		Y		10.00%
					Ben/Cont		Cont				
					Mand/Vol		Mand		Vol		
					EE Amt		5%				
PARKER	2				Plan		Y		Y		0.00%
					Ben/Cont						
					Mand/Vol		Mand		Vol		
					EE Amt		8%		up to \$18,000/yr		
PLATTEVILLE	2				Plan		Y		Y		0.00%
					Ben/Cont		Cont		Cont		
					Mand/Vol		Vol		Vol		
					EE Amt						
SHERIDAN	3				Plan	Y		Y		Y	0.00%
					Ben/Cont	Ben				Cont	
					Mand/Vol	Mand		Vol		Vol	
					EE Amt	10.5%		none			
SILVERTHORNE	0				Plan		Y		Y	Y - ROTH	0.00%
					Ben/Cont			Cont	Cont	Cont	
					Mand/Vol			Mand	Vol	Vol	
					EE Amt		7.5%				
TRINIDAD	1				Plan		Y				0.00%
					Ben/Cont			Cont			
					Mand/Vol			Mand			
					EE Amt		3%				
CARBONDALE	0				Plan		Y				0.00%
					Ben/Cont			Cont			
					Mand/Vol			Mand			
					EE Amt		0%				
MONTROSE	1			Y	Plan		Y		Y		0.00%
					Ben/Cont		Ben		Cont		
					Mand/Vol		Mand		Vol		
					EE Amt		0		8		
CEDAREGE	2			Y	Plan		Y		Y		6.00%

					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6% to 3% Employee elects percentage and cannot ever change election		voluntary amount or percentage		
FRUITA	3			Y	Plan			Y		Y	Y -	3.50%
					Ben/Cont			Ben		Cont	Cont	
					Mand/Vol			Vol		Vol	Vol	
					EE Amt			0%		Voluntary	Voluntary	
BLACK HAWK	2			Y	Plan	Y		Y		Y	Y - 457 Vari Match	10.00%
					Ben/Cont	Ben		Cont		Cont	Ben	
					Mand/Vol	Mand		Mand		Vol	Vol	
					EE Amt	9% Fire personnel		6%		Up to IRS Max	variable match	
BLUE RIVER	1			Y	Plan					Y		0.00%
					Ben/Cont					Ben		
					Mand/Vol					Vol		
					EE Amt					100		
CRIPPLE CREEK	2			Y	Plan			Y		Y		8.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			8% of salary		Max. of \$18,500 allowed for 2013		
DILLON	2				Plan			Y		Y	Y -	0.00%
					Ben/Cont			Cont		Cont	Ben	
					Mand/Vol			Mand		Vol	Mand	
					EE Amt			5%			12	
ESTES PARK	4			Y	Plan	Y	Y			Y	Y - Roth IRA	11.00%
					Ben/Cont	Ben	Cont			Cont	Cont	
					Mand/Vol	Mand	Vol			Vol	Vol	
					EE Amt	8.0%						
FIRESTONE	2				Plan	Y	Y					10.50%
					Ben/Cont	Ben	Cont					
					Mand/Vol	Mand	Vol					
					EE Amt	8%	Varies					
FRISCO	2				Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Vol		Vol		
					EE Amt					3% the first 2 years. 1% increase each year up to 7%		
GUNNISON	2			Y	Plan			Y		Y		3.50%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			5.0		Up to statutory limit		
LAMAR	5				Plan	Y	Y	Y		Y		9.00%
					Ben/Cont	Ben	Ben	Cont		Cont		
					Mand/Vol	Mand	Vol	Both		Vol		
					EE Amt	8%	up to 6%	8 % on mandatory & up to 6% vol.		Up to 6%		
LEADVILLE	0				Plan					Y		0.00%
					Ben/Cont					Both		
					Mand/Vol					Both		
					EE Amt					match to the percent elected by employee		
LONE TREE	0				Plan	Y	Y	Y		Y	Y -	0.00%
					Ben/Cont	Cont	Cont	Cont		Ben	Cont	
					Mand/Vol	Mand	Vol	Mand		Vol	Vol	
					EE Amt							

					EE Amt	11		8				
WESTCLIFFE	0				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				
					EE Amt			3%				
YUMA	2			Y	Plan	Y	Y					10.00%
					Ben/Cont	Ben	Cont					
					Mand/Vol	Mand	Mand					
					EE Amt	8%	8%					
BRUSH	0				Plan						Y - Empower/ICMA	0.00%
					Ben/Cont						Cont	
					Mand/Vol						Vol	
					EE Amt						Varies	
DACONO	3				Plan	Y		Y		Y		0.00%
					Ben/Cont	Ben		Cont		Cont		
					Mand/Vol	Mand		Mand		Vol		
					EE Amt	10.3% to 14.3%		0%		Any		
GRANBY	2				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Both		Vol		
					EE Amt			varies		varies		
MANITOU SPRINGS	2				Plan	Y	Y			Y		18.00%
					Ben/Cont	Ben	Cont			Cont		
					Mand/Vol	Mand	Vol			Vol		
					EE Amt	8%	their decision			their decision		
WELLINGTON	2				Plan					Y		0.00%
					Ben/Cont							
					Mand/Vol					Vol		
					EE Amt					IRS Limits		
WHEAT RIDGE	3			Y	Plan			Y		Y	Y - Roth IRA	4.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			4%		Up to 17500 per year	Up to \$5500 per year	
WINDSOR	2			Y	Plan			Y		Y		5.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0%		Max allowed by IRS		
BASALT	2			Y	Plan			Y		Y		0.00%
					Ben/Cont			Both		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			5%				
OURAY	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			3%				
FOUNTAIN	0				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			4.5%				
CORTEZ	0			Y	Plan			Y		Y		5.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			5%				
RIDGWAY	2				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			4%				
ASPEN	0				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol					Vol		
					EE Amt			0		open to		

									select		
WALSENBURG	0				Plan		Y				0.00%
					Ben/Cont		Ben				
					Mand/Vol		Mand				
					EE Amt		Minimum 3%				
HAXTUN	0				Plan			Y			0.00%
					Ben/Cont			Cont			
					Mand/Vol			Mand			
					EE Amt			3%			
FREDERICK	1			Y	Plan				Y	Y - Police Pension	4.00%
					Ben/Cont				Cont	Ben	
					Mand/Vol				Vol	Mand	
					EE Amt					5.25%	
BERTHOUD	2				Plan			Y	Y		0.00%
					Ben/Cont			Ben	Cont		
					Mand/Vol			Mand	Vol		
					EE Amt				percentage or a flat amount		
SILT	2				Plan			Y	Y		0.00%
					Ben/Cont			Cont	Both		
					Mand/Vol			Mand	Vol		
					EE Amt			5%			
KREMMLING	1				Plan				Y		0.00%
					Ben/Cont				Cont		
					Mand/Vol						
					EE Amt						
TIMNATH	2				Plan	Y			Y		0.00%
					Ben/Cont	Ben			Cont		
					Mand/Vol	Mand			Vol		
					EE Amt	8%					
LA JUNTA	0				Plan		Y				0.00%
					Ben/Cont						
					Mand/Vol		Vol				
					EE Amt						
SNOWMASS VILLAGE	1				Plan			Y	Y		0.00%
					Ben/Cont			Both	Cont		
					Mand/Vol			Mand	Mand		
					EE Amt			N/A- employer contribution only @ 7%	min contribution of 5%		
MT. CRESTED BUTTE	0				Plan			Y	Y		0.00%
					Ben/Cont			Both	Cont		
					Mand/Vol			Mand	Vol		
					EE Amt			8%			
BURLINGTON	1				Plan				Y		0.00%
					Ben/Cont				Both		
					Mand/Vol				Vol		
					EE Amt				5%		
SOUTH FORK	1				Plan			Y			0.00%
					Ben/Cont			Cont			
					Mand/Vol			Vol			
					EE Amt			3.0			
MORRISON	0				Plan			Y	Y		0.00%
					Ben/Cont			Both	Cont		
					Mand/Vol			Mand	Vol		
					EE Amt			3%	Personal Choice		
PONCHA SPRINGS	0				Plan				Y		0.00%
					Ben/Cont				Both		
					Mand/Vol				Vol		
					EE Amt				3%		
SALIDA	3				Plan	Y		Y	Y		0.00%
					Ben/Cont	Ben		Cont	Cont		
					Mand/Vol	Mand		Vol	Vol		



					EE Amt	11%		0%		3%		
PAONIA	1				Plan				Y	Y	Y -	0.00%
					Ben/Cont					Both	Ben	
					Mand/Vol						Both	
					EE Amt						0%	
MONUMENT	2				Plan					Y		0.00%
					Ben/Cont					Cont		
					Mand/Vol					Vol		
					EE Amt					Up to 5%		
SPRINGFIELD	2				Plan	Y		Y		Y		0.00%
					Ben/Cont	Ben		Cont		Cont		
					Mand/Vol	Mand		Mand		Vol		
					EE Amt	4.25% of base salary		3% of base salary		individuals determine the amount they want to contribute		
GILCREST	0				Plan					Y		0.00%
					Ben/Cont							
					Mand/Vol					Vol		
					EE Amt							
GUNNISON COUNTY	2				Plan			Y		Y		0.00%
					Ben/Cont			Both		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			3%		2%		
SEVERANCE	0				Plan					Y		0.00%
					Ben/Cont					Both		
					Mand/Vol					Vol		
					EE Amt							
DELTA COUNTY	2			Y	Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			4%				

**Colorado Municipal League**  
**General STD Summary Report**  
**4/13/2020**

Entity	STD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
ALAMOSA	Y		13 days	100.00%	66		
ARVADA				0.00%			
ASPEN	Y			0.00%			
AURORA				0.00%			
AVON	Y		31 days	0.00%	annual salary x rate of coverage		60%; \$1,000.00 per week; 13 weeks
BASALT				0.00%			
BENNETT	Y			100.00%			60%
BERTHOUD				0.00%			
BLACK HAWK	Y		14 days	100.00%	.20	Disability	\$1,250/week
BRECKENRIDGE	Y			0.00%			\$1,500.00 per week
BRIGHTON	Y		80 hrs	75.00%	yes		448 hrs
BROOMFIELD	Y		7 days; benefit goes back to 1st day	100.00%	Self-funded	100% up to # of hours based on service	Varies based on service 312 to 520 hours
BUENA VISTA	Y		15 days	60.00%	60% yearly/10*.26		\$1000/week
CANON CITY	Y	Y	45 Days	100.00%		100% of basic wkly compensation	135 days after 45 day waiting period
CARBONDALE				%			
CASTLE ROCK	Y		30 days	100.00%	Self-funded	60% of monthly income	\$3,000 per month
CEDAREIDGE				0.00%			
CHERRY HILLS VILLAGE	Y			100.00%	\$.17 per \$10 weekly		\$1500 per week
COLORADO SPRINGS	Y		greater of 7 days or exhaustion of sick leave	0.00%	graded sch. based on sal., age & vesting class	yes	\$1,250 per week
COMMERCE CITY	Y		40 hours	100.00%	Self Insured: \$2.15 per month plus actual wages pa	100% of base wages	13 weeks
CRESTED BUTTE				0.00%			
CRIPPLE CREEK	Y	Y	7 days	0.00%			
DACONO	Y		first 15 days and after 11 weeks	100.00%	salary/52*.60/10*.17		60% of earnings max \$1000/wk
DELTA	Y		30 days and exhaust all accrued paid time off	100.00%	no premium/city pays salary	60% base salary	up to 6 months
DELTA COUNTY	Y			100.00%			
DENVER	Y		14 days	100.00%			60%
DILLON				0.00%			
DURANGO	Y		5 days	66.66%	City plan which runs concurrently w/FMLA	No	480 hours per 12 month period
ENGLEWOOD	Y		1 Day	100.00%	Self Funded	No	Varies with YOS
ERIE	Y		2 weeks	100.00%	.211/month per \$10 of coverage	60% of weekly salary	1000.00 per week
ESTES PARK				0.00%			
EVANS	Y		15 days	100.00%	.237 per \$10	Standard Policy	ST: \$1500/week for 52 weeks
FEDERAL HEIGHTS	Y	Y	10 days	0.00%			\$450 per week
FIRESTONE	Y		2 weeks	100.00%	.3571	Yes	\$1000.00
FORT COLLINS	Y	Y	14 calendar days	100.00%	\$1.27	Voya	
FORT LUPTON	Y		7	0.00%	Age+Wage Formula		60% of earnings
FORT MORGAN	Y		7 days	100.00%	.18 per \$100 of weekly benefit	no	\$1500 per week
FOUNTAIN	Y		15 days	100.00%	14.58		\$800.00 weekly
FREDERICK	Y			0.00%			\$5,000 per month
FRISCO	Y	Y		100.00%	60%	yes	1000
FRUITA				0.00%			
GEORGETOWN	Y		8 Days/12 /week benefit	100.00%	\$25	Yes	60% Weekly- Max \$1000 per Month
GILCREST	Y			100.00%			
GLENDALE	Y			100.00%	.45%	.45%	0
GLENWOOD SPRINGS	Y			60.00%	Annual Salary/52*.6=Wkly Cost	1st day accident/ 8th day illness	\$1000 Per Week
GOLDEN	Y		30 Days	100.00%	\$.22 per \$10 benefit		\$2,500/week
GRANBY	Y		14 days	100.00%	VARIES		
GRAND JUNCTION	Y		10 days	100.00%	self funded	75% of salary	448 hours
GRAND LAKE				0.00%			
GREELEY	Y		14 days	100.00%	70% base pay	Yes	10,000
GREENWOOD VILLAGE				0.00%			
GUNNISON				0.00%			
GUNNISON COUNTY				0.00%			
GYPSUM				0.00%			
HAYDEN				0.00%			

IGNACIO				%			
KERSEY	Y			100.00%	17.45	No	\$800 week
KIOWA				0.00%			
KREMMLING				%			
LA JUNTA				%			
LAFAYETTE	Y		8 days	0.00%	depends upon the salary/age		60% of weekly salary
LAKEWOOD	Y		2 weeks	100.00%	Self-insured	No	50% of salary
LAMAR	Y		15 days	0.00%	Salary x .35	yes	60% of Salary up to \$1,000
LONE TREE	Y		14 days	100.00%	based on employee rate of pay		1,500/week
LONGMONT				0.00%			
LOUISVILLE	Y		0	100.00%	advice to pay and self funded	No	67%
LOVELAND	Y		14 consecutive calendar days	70.00%	\$1.82	no	91 days includes elimination
MANITOU SPRINGS				0.00%			
MEAD	Y			0.00%			
MONTE VISTA				0.00%			
MONTROSE			N/A	0.00%	N/A	N/A	N/A
MONUMENT	Y		30 days	100.00%	\$0.195	Yes	67% of Gross Salary
MORRISON	Y	Y		100.00%	(weekly benefit amt/\$10) x .27		60% pay for 12 weeks
MOUNTAIN VILLAGE	Y			100.00%	0		
NEW CASTLE				0.00%			
NORTHGLENN	Y		2 weeks	100.00%	self funded		
OURAY				0.00%			
PAONIA	Y			0.00%			
PARKER	Y	Y	14 days	100.00%	0.24/10	N/A	1000/mo
PLATTEVILLE				%			
PUEBLO	Y		15 DAYS	0.00%	0.00		26 WEEKS
RANGELY	Y		none	100.00%	YES	No	Yes
SALIDA	Y		14 days	100.00%	\$2,780 per \$10.00 of weekly benefit	Yes	\$1,000.00 per week
SEVERANCE	Y		7	100.00%	0.00	Yes	
SHERIDAN	Y			0.00%			
SILT				0.00%			
SILVERTHORNE	Y	Y	1 week	0.00%	Varies by age	No	\$1,000/wk
SNOWMASS VILLAGE				0.00%			
SOUTH FORK				0.00%			
SPRINGFIELD	Y			0.00%			
STEAMBOAT SPRINGS	Y		14 days	100.00%	.56 times covered payroll	60%	\$750/week
STERLING	Y		15 days/10 working days	100.00%	salary/52weeks/70%/10xrate of pay		70%
SUMMIT COUNTY	Y	Y	14 days	100.00%			66%
SUPERIOR	Y		0 for injury 7 days for sickness	100.00%	\$230 per \$10 of weekly benefit	66 2/3%	\$1,600 per week
TELLURIDE				0.00%			
THORNTON	Y		15 calendar days	100.00%	salary continuation	60%	N/A
TIMNATH				0.00%			
VAIL	Y		3 days	100.00%	Self Insured	2.6%	\$1850 per week
WELLINGTON	Y	Y	7 Days	0.00%	.44 per \$10		\$1,250 per week
WESTMINSTER	Y		After 14 wks of full pay	100.00%	self-insured	60% of base salary	60% of base salary for a maximum of 12 weeks
WHEAT RIDGE	Y		30 days	100.00%	.014		500/week
WINDSOR	Y		14 days	50.00%		60% of weekly income	\$1000.00 per week
WINTER PARK	Y		14 days	100.00%	Flat \$500 week	no	Flat \$500 week
WOODLAND PARK	Y		31 DAYS	100.00%	.00026950	Mutual of Omaha	4000.00
YUMA				0.00%			

**Colorado Municipal League**  
**General Sick Leave Summary Report**  
**4/13/2020**

Entity	Hours/ Year	Practices
ALAMOSA	80	Maximum balance of 480 hours. Can convert excess to vacation at 3 days sick to 1 day vacation.
ARVADA	96	See vacation comments re: sick leave conversion. SL max 1040 hrs. No sick leave payout unless hired before 1979; then max 480 hour payout.
ASPEN	96	Upon term., an emp. would receive 1hr's salary for every 3 hrs. of unused accrued sick leave up to a maximum of 720 hrs.
AURORA	104	
AVON	96	
BASALT	96	Max Accrual 720hrs Sick Leave Buy-Back Max 48hrs at a 3:1 Ration if have not used 24 hrs of sick during the yr and it will not cause sick to fall below 80 hrs of sick.
BENNETT	48	May accrual 480 hours. No compensation upon separation.
BERTHOUD	96	
BLACK HAWK	96	Maximum accrual is 480 hours; 2:1 buy back or vacation conversion after 5 years of completed service and remaining balance in accrual bank is 240 hours.
BLUE RIVER	80	Allowed 160 hours carry over
BRECKENRIDGE	96	Max 480 hours. After 3 years, at separation, can get 3:1 maximum or up to 80 hours paid out.
BRIGHTON	0	
BROOMFIELD	80	No carryover provision. Balance converts at a rate of 100% to annual leave at the end of the year.
BRUSH	96	25% will be paid at retirement: age 65 or over with 10 yrs longevity age 60 or over with 15 yrs longevity age 55 or over with 20 yrs longevity 15 yrs longevity age 55 or over with 20 yrs longevity
BUENA VISTA	96	Follows vacation accrual Cap at 244 hours
BURLINGTON	88	Maxed at 720 hours. No conversion or buy back.
CANON CITY	96	Maximum amount is 360
CARBONDALE	96	Cash Conversion Rates For 0-9 years of service: four 8-hour sick days to one 8-hour day of pay. For 10-14 years of service: three 8-hour sick days to one 8-hour day of pay. For 15+ years of service: two 8-hour sick days to one 8-hour day of pay.
CASTLE ROCK	96	Hours are accrued per pay period. Unused sick leave is carried over w/ max accumulation of 480 hours. Any accrual over max accumulation converts at a rate of two hours sick leave for one hour of vacation.
CEDAREGGE	52	Max accrual 240 hours Wellnes benefits are forfeited at termination.
CHERRY HILLS VILLAGE	40	Extended Sick Leave, if out for more than one week
COLORADO SPRINGS	96	8 hours per month accrual to 1056 hrs;upon retirement will be paid for 1/2 of accrued leave in excess of 480 hrs. As of 1/1/2011, new hires will not get this pay out.
COMMERCE CITY	0	
CORTEZ	96	
CRESTED BUTTE	96	Maximum accrual is 960 hours. No payment for unused sick leave.
CRIPPLE CREEK	96	The maximum amount of sick leave that may be accumulated is 120 days (960 hrs.). Unused sick leave is not compensable, and is not paid out upon separation of employment.
DACONO	0	Included in PTO
DELTA	0	
DELTA COUNTY	0	
DENVER	0	
DILLON	120	AFTER 480 HOURS CONVERTS TO VACATION AT 1 HOUR PER 8 HOURS OF SICK TIME
DURANGO	0	Employees keep the sick time they have earned through 2005 (Prior Sick Leave), but do not accrue additional sick leave starting in 2006. Prior sick leave can only be utilized during an FMLA event or to supplement a workers compensation claim.
ENGLEWOOD	0	Use one shift of Personal Leave (for each occurrence) then STD kicks in.
ERIE	78	Max accrual at 480 hours. Extended Sick Leave/Family Sick Leave may only be used for employee and family medical absences over five (5) consecutive working days or the equivalent period (40 hours).Family member is the same as defined by the FMLA.
ESTES PARK	96	Maximum Carryover is 480 hours. Excess leave converted 2/1 to vacation time on anniversary.
EVANS	96	
FEDERAL HEIGHTS	96	Max accrual of 960. Employee may, upon request, receive pay in lieu of accumulated sick leave in excess of 480 hours.
FIRESTONE	0	Included in PTO Bank
FLORENCE	72	Maximum accrual is 480 hours.
FORT COLLINS	120	
FORT MORGAN	0	N/A
FOUNTAIN	96	Convert three days of Sick Leave hours (equal to number of hours in scheduled work day times three) for one day of vacation (equal to number of hours in scheduled work day). Accrual maximum is 720 hours.
FREDERICK	48	Full time employees receive 4 hours of sick time per month. Not paid out upon termination of employment.
FRISCO	96	Town pays out 1/3 of any accrued sick leave upon termination. No limit on max carry over from year to year. Maximum accumulation is 90 days or 720 hours.
FRUITA	96	Employees may accure a maximum of 2080 hours
GEORGETOWN	0	
GILCREST	48	.0231 Per hours worked
GLENDALE	480	All administrative and police employees are eligible to keep up to 480 in their sick banks. Anything over at the end of year can be converted to vacation or paid out.
GLENWOOD SPRINGS	96	An employee who has the max hours will thereafter be compensated in money at current rate or in annual leave, at a rate of one half to one. Upon retirement, employees will be paid at their current rate, for unused accrued sick leave up to 960 hours.
GOLDEN	96	Can carryover up to maximum of 480 hours. Anything over 480 is converted to VantageCare Retirement Plan 3 to 1.
GRANBY	0	converted to PTO in 2010
GRAND JUNCTION	0	
GRAND LAKE	96	Employee can accrue up to 260 hours sick leave; once maxed out, 2 hours per pay period converted to vacation time. At time of separation/termination, town buys back at a 2:1 ratio.
GREELEY	0	
GREEN MOUNTAIN FALLS	96	
GREENWOOD VILLAGE	96	Max accrual - 720 hrs. Accumulation > 480 hrs may convert excess hrs at a rate of 16 sick leave hrs to 8 vacation hrs. Max of 80 sick leave hrs may be converted to 40 vacation hrs in calendar yr.
GUNNISON	96	If employee chooses Personal Preference Days, sick leave is reduced to 80 hours per year. Maximum accrual is 720 hours.
GUNNISON COUNTY	96	
GYPSUM	96	If an employee has served a minimum of 5 years of continued service employee shall be paid at the regular hourly rate for one-half of the number of sick leave hours accumulated, maximum accumulation payout is 320 hours.

HAXTUN	48	Employees are given 1/2 (4 hours) day of sick leave per month. Employee may accumulate up to 20 days in sick leave. These hours are not paid in the event employment ends.
HAYDEN	96	If employee accrues over 480, at year end employee is paid at the rate of 8 hours per 24 hours. After five years of service and upon termination, sick leave may be converted at the same rate. Employees may donate sick time to other employees.
IGNACIO	96	Maximum Accrual amount of 720 hours.
KERSEY	80	
KIOWA	96	After five years of full-time employment, payment for accrued personal leave will be made at time of dismissal at the rate of 50% of accumulated hours (not to exceed 160 hours).
KREMMLING	96	
LA JUNTA	72	NA
LAFAYETTE	96	After 5 years of service, may buy back 1/3 of unused hours over 480 in bank. The bank is not to exceed 720 hours.
LAKE CITY	720	Excess over 288 hours can be converted at a ratio of 2-1 for vacation time or 4-1 for cash.
LAKEWOOD	96	earn 8 hrs per month
LAMAR	80	Employees can accrue up to 720 hours - any hours over 720 is forfeited if un-used. Upon termination of employment sick leave is paid up to 240 hours depending on length of service.
LONE TREE	0	
LONGMONT	96	Can accrue without limit but contributions to RHS at termination limited to maximum of 960 hours. Earned but unused sick leave at time of termination or retirement in contributed at half value to the employee's Retirement Health Savings account.
LOUISVILLE	0	Included in paid leave bank.
LOVELAND	80	Balance at end of year is banked at 100% up to max of 480 hours. Anything over the max is paid out at 50%. Hours that are not eligible for pay out will be forfeited upon separation from employment.
MANCOS	48	
MANITOU SPRINGS	96	No accrual restrictions, no buy back practice
MEAD	0	
MEEKER	96	After five years of employment, the employee receives 1/3 of sick time upon termination with the Town.
MONTE VISTA	144	May accrue up to 240 hours. Upon termination, the employee is not eligible to receive pay for any sick hours accrued.
MONTROSE	96	Time must be accrued before using. Maximum accrual is 720 hours for full time employees. Maximum accrual is 360 hours for continuous part time employees.
MONUMENT	96	Sick leave annual carry over is limited to 360 hours. There is a 50% buy back when terminated. There is no annual sell back at this time
MORRISON	80	Limit of 240 hours an employee can accrue. Upon separation one-half of sick paid up to 120 hours.
MOUNTAIN VILLAGE	0	
MT. CRESTED BUTTE	496	Can transfer 24 hours one time a year to vacation
NEW CASTLE	96	May convert sick leave to cash or vacation. Must leave 320 hrs of sick lv on the employees record after the conversion. Conversion rate at 2 hrs of sick for every 1 hr of pay or vacation. Can convert up to 120 hrs of sick leave once per year.
NORTHGLENN	0	
OURAY	96	accrue 1 day/month, with a maximum accrual of 60 days, never paid out
PAGOSA SPRINGS	0	
PALISADE	96	No maximum accrual. Employees are compensated for any unused sick leave when their employment terminates at 55% of employees rate of pay. Medical or dental appointments are not charged against an employees sick leave.
PAONIA	96	May carry over 320 hours each year. Anything over that is unused gets paid out at 25%
PARACHUTE	96	4.00 hrs. per pay period
PARKER	96	Accrue at 3.7 hrs per pay period. Max accrual 896 hrs if hired prior to 12/31/15. If hired after 12/31/15, max accrual of 480 hrs per year.
PLATTEVILLE	104	No buy back-maximum is 240 hours.
PONCHA SPRINGS	0	
PUEBLO	96	MAXIMUM ACCRUAL IS 1600 HOURS (200 DAYS) -EMPLOYEES MAY SELL UP TO 80 HOURS FOR 40 HOURS PAY, SUBJECT TO THE ACCRUAL PLAN UNDER WHICH THEY WERE HIRED
RANGELY	72	An employee upon retirement or termination shall be entitled to payment at regular rate of pay an amount equal to 50% of their accumulated sick leave exception that such payment shall not exceed 240 hours.
RIDGWAY	96	upon termination after 5 yrs of continuous employment, 25% of hours up to 125 hrs cash out
ROCKY FORD	80	The maximum accrual is 640 hrs. Accrued sick leave hours in excess of 640 hrs shall be paid to the employee at a rate of one (1) hour for each two (2) hours of excess of sick leave.
SAGUACHE	144	
SALIDA	96	Unused sick leave is not payable upon termination of employment. 8hrs/mo. Carryover hours are not limited, maximum accrual is 120 hours for regular employees. Firefighters accrue a higher number of hours and 168 maximum accrual due to 24 hour shifts.
SEVERANCE	0	
SILT	96	
SILVERTHORNE	0	
SNOWMASS VILLAGE	96	N/A
SOUTH FORK	96	NONE. NO PAYOUT AT SEPARATION
SPRINGFIELD	96	No buy back practice for sick leave
STEAMBOAT SPRINGS	0	
STERLING	0	Sick leave is included in PTO hours.
SUMMIT COUNTY	96	Well Pay - 8 hours of sick leave converted to PTO when employee uses less than 10 hours in 6 month period, and 16 hours converted to PTO when employee reaches a balance of 400 hours of sick leave.
SUPERIOR	96	Allotment of sick leave available on January 1 of each year. There is no limit to how many hours can be carried over to the following year. No cash payout of unused leave at time of termination of employment. Transfer of sick leave is prohibited.
TELLURIDE	80	Maximum carryover accrual allowed is 960 hours. After 2 years, 25% of annual accrual can be cashed out. Carryover is not eligible for cashout.
THORNTON	96	A balance that exceeds 360 hours of accrued leave at the end of the year may convert hours above 360 hours to either Vacation Leave or cash equivalent at a rate of 2:1 up to a maximum of 60 Sick Leave hours.
TIMNATH	48	This is now called Paid Time Off (PTO) and is also capped at 120 hours at the end of the year for carry over.
VAIL	96	no buy back or conversion
WALSENBURG	96	After (20) years of employment with the city, that has accum in excess of 240 hours of sick leave on the last paid day of employment shall be paid for the excess accum sick leave at the rate of (1) hour for each (2) hours of excess accum sick leave.
WELLINGTON	96	
WESTCLIFFE	96	We are allowed to accrue up to 360 hours per year. At time of termination/retire 20% is paid of accrued hours.
WESTMINSTER	0	PTO - General Leave. Employees needing extended illness leave 2 weeks come out of General Leave Bank than maximum of 12 weeks of Major Illness Leave paid at 100% than maximum STD paid at 60%.
WHEAT RIDGE	40	Extended Sick Leave - primarily used for waiting period and to supplement STD - must be absent in excess of 40 hours to use.
WINDSOR	80	To a maximum of 480 hours. After hours have been accrued at the end of a year, employees can forfeit 80 hours of leave for 20 hours of pay.
WINTER PARK	0	
WOODLAND PARK	96	3.69 PER 26 PAY PERIODS. IF EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A 25% PAYOUT OF A MAXIMUM BANK OF 248 HOURS. IF THEY RETIRE AFTER 20 YEARS WITH THE CITY THERE IS A 50% PAYOUT OF A MAXIMUM BANK OF 248 HOURS.
YUMA	64	Maximum accrual of 66 days (528 hours). No conversion or buy-back. May be used for illness of employee or 'immediate family' members.

# Colorado Municipal League General Vacation Summary Report 4/13/2020

### Section A: Hours Per Year by Years of Service

[illegible]

LAKEWOOD	V	96	96	96	96	120	120	120	120	120	135	135	135	135	135	144	144	144	144	144	160	160	160	160	160	160
LAMAR	V	80	88	88	96	96	104	104	112	112	120	120	120	128	128	128	136	136	136	144	144	144	152	152	152	160
LONE TREE	P	168	168	168	168	192	192	192	192	192	192	216	216	216	216	216	216	216	216	216	216	216	216	216	216	216
LONGMONT	P	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168
LOUISVILLE	P	216	216	216	232	232	256	256	256	256	271	271	271	271	296	296	296	296	296	296	296	296	296	296	296	296
LOVELAND	V	105	105	105	121	121	121	145	145	145	145	169	169	169	169	169	193	193	193	193	193	193	193	193	193	193
MANCOS	V	80	80	80	80	126	126	126	126	126	135	135	135	135	135	135	135	135	135	135	135	135	135	135	135	135
MANITOU SPRINGS	V	40	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	200	200	200	200	200	200
MEAD	P	136	176	176	176	176	216	216	216	216	216	256	256	256	256	256	296	296	296	296	296	296	296	296	296	296
MEEKER	V	96	96	96	96	96	120	120	120	120	120	144	144	144	144	144	144	144	144	144	144	168	168	168	168	168
MONTE VISTA	V	40	80	80	80	120	120	120	120	120	168	168	168	168	168	168	168	168	168	168	168	168	168	168	168	168
MONTROSE	V	94	94	94	94	134	134	134	134	134	134	134	134	134	134	174	174	174	174	174	174	174	174	174	174	174
MONUMENT	V	96	96	96	96	96	144	144	144	144	144	192	192	192	192	192	192	192	192	192	192	192	192	192	192	192
MORRISON	V	80	80	96	96	96	120	120	120	120	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144
MOUNTAIN VILLAGE	P	192	192	208	216	224	232	240	248	256	264	272	280	288	296	304	312	320	328	336	344	352	352	352	352	352
MT. CRESTED BUTTE	V	8	10	10	10	10	14	14	14	14	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
NEW CASTLE	V	80	88	96	104	112	120	128	136	144	152	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
NORTHGLENN	P	160	160	160	160	160	176	176	176	176	176	200	200	200	200	200	240	240	240	240	240	240	240	240	240	240
OURAY	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	200	200	200	200	200	200	200	200	200	200	200
PAGOSA SPRINGS	P	144	144	160	160	160	176	176	176	200	200	200	224	224	224	232	232	232	240	240	248	248	248	248	248	248
PALISADE	V	96	96	96	96	96	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	192	192	192	192	192
PAONIA	V	80	80	80	80	80	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160
PARACHUTE	V	80	80	80	96	96	96	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168
PARKER	V	120	136	136	136	160	160	160	160	160	176	176	176	176	176	200	200	200	200	200	216	216	216	216	216	216
PLATTEVILLE	V	80	80	96	96	96	120	120	120	120	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168
PONCHA SPRINGS	P	48	48	48	48	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64	64
PUEBLO	V	96	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	192	192	192	192	192
RANGELY	V	64	64	64	64	64	80	80	80	80	80	96	96	96	96	96	112	112	112	112	112	112	112	112	112	112
RIDGWAY	V	40	80	80	80	120	120	120	120	120	160	160	160	160	160	200	200	200	200	200	200	200	200	200	200	200
ROCKY FORD	V	80	80	80	80	80	80	80	80	80	120	120	120	120	120	120	120	120	120	120	120	160	160	160	160	160
SAGUACHE	V	32	32	32	32	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
SALIDA	V	80	80	80	80	120	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
SEVERANCE	P	128	128	128	144	144	144	168	168	168	168	168	168	168	168	208	208	208	208	208	208	208	208	208	208	208
SILT	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
SILVERTHORNE	P	176	176	176	176	216	216	216	216	216	256	256	256	256	256	256	256	256	256	256	256	256	256	256	256	256
SNOWMASS VILLAGE	V	80	80	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
SOUTH FORK	V	72	84	84	84	96	96	108	108	108	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
SPRINGFIELD	V	80	96	104	112	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
STEAMBOAT SPRINGS	P	176	176	176	176	176	200	200	200	200	200	224	224	224	224	224	240	240	240	240	240	240	240	240	240	240
STERLING	P	192	192	192	192	192	216	216	216	216	240	240	240	240	240	240	240	240	240	240	240	264	264	264	264	264
SUMMIT COUNTY	V	80	80	120	120	128	136	144	152	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
SUPERIOR	V	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
TELLURIDE	P	104	104	128	184	184	192	192	192	192	240	240	240	240	240	240	256	256	256	256	256	280	280	280	280	280
THORNTON	V	96	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	192	192	192	192	192
TIMNATH	V	80	80	120	128	136	144	152	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
VAIL	V	168	168	168	208	208	208	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248
WALSENBURG	V	80	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
WELLINGTON	V	80	80	80	80	80	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
WESTCLIFFE	V	40	80	80	80	80	80	80	80	80	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
WESTMINSTER	V	126	126	126	126	150	150	150	150	150	174	174	174	174	174	174	198	198	198	198	198	222	222	222	222	222
WHEAT RIDGE	P	160	160	160	160	160	184	184	184	184	184	208	208	208	208	208	232	232</								

## Section B: Vacation Practices

Entity	Practices
ALAMOSA	Maximum balance of 260 hours.
ARVADA	May convert sick to vacation: Min 480 hours sick: max 72 sick to 24 vac Above 720 hours sick: max 80 sick to 40 vac No buy back
ASPEN	Employees are eligible for vacation leave with pay after 6 consecutive months of service. Maximum accrual is 320 hours. An employee is eligible to cash-in up to 40 hrs. per calendar yr. as long as the employee has a balance of no less than 40 hours
AURORA	
AVON	
BASALT	0-5 yrs Max Carry Over 160 hrs per year 5-10 yrs Max Carry Over 180 hrs per year 10-15 yrs Max Carry Over 200 hrs per year 15+ yrs Max Carry Over 220 hrs per year
BENNETT	Employee may only carry over current annual accrual past anniversary date per year. All other hours are lost if not used. Town Administrator or Board may grant extensions.
BERTHOUD	
BLACK HAWK	Maximum accrual is 320, unused vacation is paid out upon separation of service.
BLANCA	1 week after 1 year and 1 additional day per year worked after that
BLUE RIVER	160 hours/year may be carried over. Anything over is paid down to approved carry over
BRECKENRIDGE	Employees are encouraged to use leave in excess of 240

CARBONDALE	Employee can carry over up to 120 hours of vacation per year.
CASTLE ROCK	Accrued by pay period based on years of service. There is no conversion or buy-back provision. Any vacation accrual at year-end that exceeds two times the annual accrual will be forfeited.
CEDAREDGE	Accrual Employees < 5 years to continuous employment = 120 hours max accrual Employees with > 5 years of continuous employment = 180 hours max accrual
CENTRAL CITY	Part time employees accrue at a pro rated basis (3/5) and upon termination of employment employee is paid for all vacation hours in bank. all of the above also applies to police and fire.
CHERRY HILLS VILLAGE	PTO: Up to 160 hours may be carried over year-to-year. Hours above 160 are cashed out at year-end at a rate of 50%.
COLORADO SPRINGS	May carry over annual entitlement plus 40 hours. Pay for all unused accrued vacation at separation of employment.
COMMERCE CITY	No accrual; granted to employees January 1. No carry-over. Year-end cash-out allowed based on years of service: 1-4 yrs = 30 hrs; 5-9 yrs = 40 hrs; 10-14 yrs = 50 hrs; 15+ yrs = 60 hrs
CORTEZ	Police and Dispatchers are as follows: 1-5yrs is 160 hrs; 5-10yrs is 176 hrs; 10-15yrs is 200; and 15+ is 240 hrs. (Difference in accrual is based on no Holidays.) 240 hours maximum accrual for non police. 384 hours maximum accrual for police.
CRESTED BUTTE	May carry over up to 120 hours into new year. Accrued hours paid out at termination.
CRIPPLE CREEK	Employees are allowed to carry up to 240 hours (6 weeks) of vacation time. Emps going over may get option of receiving pay for these hours or taking the time off. Emps can also sell their vacation time with supe approval; and paid upon separation.
DACONO	Accrued PTO paid out at separation: 0-5 Years- 80 hours (1/1) 6-10 Years- 120 hours (1/1) 11+ Years- 160 hours (1/1) Maximum accrual rates: 0-5 years- 352 hours 6-10 years-432 hours 11+ years-512 hours
DELTA	Payment of accrued unused paid time off paid at current rate of pay at time of separation from employment.
DELTA COUNTY	
DENVER	
DILLON	
DURANGO	Maximum accrual to carryover is two times the accrual rate in effect for the employee based on years of service. Once the limit is reached the accrual stops until leave is used. Beginning in 2016, accrual rate is the same for EX and NE.
EATON	All must be taken in the year earned. No accrual
ENGLEWOOD	0-4 yrs of service accrual = 3.08 hrs/pay period; 5-9 yrs of service accrual = 4.62 hrs/pay period; 10+ yrs of service accrual = 6.15 hrs/pay period. Earning limit = 2x annual earnings + 48 hours. No buy back practices
ERIE	Max accrual at 1.5 times annual rate at any time. No conversion or buy back allowed.
ESTES PARK	Maximum Carryovers on anniversary dates: 0-3=192 hours, 4-7=240 hours, 8-15=288 hours, 16+ = 336 hours
EVANS	Maximum accrual is 2 times their annual accrual rate.
FEDERAL HEIGHTS	Max accrual at 480. Hours in excess of 320 may be paid out by the City at the employee's request.
FIRESTONE	Employees who separate from Town employment shall be paid for the unused balance of their accrued PTO leave.
FLORENCE	Carry over what is accrued in one year.
FORT COLLINS	Employees in classified positions may carry over to a new Leave Benefit Year up to twice the amount of vacation time they are eligible to accrue as of the last day of the current Leave Benefit Year, up to a maximum of 30 days (240 hours).
FORT LUPTON	Accrued per pay period based on years of service. There is no conversion or buy-back provision. Accrual max of 240 hours (forfeit future accruals until used).
FORT MORGAN	N/A
FOUNTAIN	
FREDERICK	Employee must be full time to receive this benefit and must be employed for 6 months before being eligible to use vacation. One day of vacation is added every year, for a maximum of 25 days. Paid out upon termination of employment.
FRISCO	Town buys back 100% of accrued vacation. 280 hours max carry over from year to year. 280 hours maximum accumulation.
FRUITA	Employees may carry over a maximum of one year of their annual leave.
GEORGETOWN	EMPLOYEE MAY ACCRUE UP TO 1 1/2 TIMES HIS/HER ANNUAL LEAVE TIME. AT TIME OF SEPARATION EMPLOYEE MAY BE PAID FOR ANY ACCRUED TIME UP TO 1 1/2 TIMES THEIR ANNUAL ACCRUAL RATE.
GILCREST	Per hours worked
GLENDALE	0-5 years of service employee receives 2 weeks/yr 5-15 years of service employee receives 3 weeks/yr 15+ years of service employee receives 4 weeks/yr, No buy back or conversion policy. Maximum vacation bank is 320 hours.
GLENWOOD SPRINGS	None
GOLDEN	Based on maximum accrual schedule. No buy back or conversion.
GRANBY	Changed to PTO in 2010 maximum accrual of hours 1-5 400 hours 6-10 448 hours 11-15 480 hours 16 up 520 hours
GRAND JUNCTION	Buy back - 1 hour paid for every 2 hours, max 240 hours Max Accrual - 2 x annual Pay out at separation varies by years of service
GRAND LAKE	Employees accrue vacation at 4 or 6 hours per pay period depending on sick leave max-out. May bank up to 160 hours. At separation, town buys back at 1:1.
GREELEY	We have hard cap of 300 hours, 320 for those over 15 years of service. If you have used 40 hours in past 12 months, and have a balance of 80, then you can sell back up to 40 hours 1 time a year.
GREEN MOUNTAIN FALLS	
GREENWOOD VILLAGE	Maximum accrual of 320 hours.
GUNNISON	Can accrue up to 1.5 times the accumulation in the last twelve months.
GUNNISON COUNTY	
GYPSUM	Maximum allowable 320 hours. Vacation leave is paid at termination to an employee who has been employed full-time for six months or longer.
HAXTUN	At end of employment, employer buys back unused vacation time at the employees hourly rate
HAYDEN	If an employee accrues over 240, accrual is suspended. At year end, employees are paid down to 240 hours
HOTCHKISS	EMPLOYEE MAY CARRY OVER 40 HOURS PER YEAR.
IGNACIO	Maximum Accrual for Vacation is 192 hours. Balance is paid in full to employee upon departure from employment.
KERSEY	
KIOWA	Upon separation from the Town, employees will be paid for the unused portion of their accumulated vacation after one year of service has been completed. You can carry over up to 40 hours a year or buy them back. You cannot do both.
KREMMLING	
LA JUNTA	can buy back 160 hours per year with min. of 80 hours left on leave
LAFAYETTE	Carry-over up to 200 hours per year. No buy back for vacation time.
LAKE CITY	
LAKEWOOD	
LAMAR	Employees can accrue up to 20 days plus current years vacation. Forfeit any un-used vacation over allotted amount There is no conversion.
LASALLE	None
LAVETA	
LONE TREE	
LONGMONT	Can accrue up to maximums based on years of service. Earned but unused vacation is paid at full value at time of termination or retirement.
LOUISVILLE	Leave bank includes vacation, sick & holidays. May bank up to 1.5 times accrual rate. Paid out at 100% upon separation from the City.
LOVELAND	Maximum accrual for exempt employees is 480 hours no matter how many years of service.
MANCOS	After one year of employment is completed vacation time is paid out when employee separates.
MANITOU SPRINGS	Beginning 01/2007 max carry over is amount employee can accrue in one year and excess is use or lose by Dec 31st of each year.
MEAD	2:1 buy back option once per year.
MEEKER	Employees may also earn compensatory time which is paid if not used with a certain time frame (depends on the department).



MONTE VISTA	Full time employees may accrue & carry over vacation time in an amount not to exceed their yearly amount. Any leave accrued in excess & not used by end of year, shall be forfeited.
MONTROSE	Maximum accrual/year = 200 hours for full time employees. Maximum accrual/year = 100 hours for continuous part time employees.
MONUMENT	Vacation leave annual carry over is limited to 2 times the annual accrual for your length of service. There is a 100% buy back when terminated. There is no annual sell back at this time
MORRISON	Annual 120 hour carry over limit. Any unused hours are forfeited. Upon separation vacation time is paid out in full.
MOUNTAIN VILLAGE	ACCURED BY HOUR BASED ON YEARS OF SERVICE
MT. CRESTED BUTTE	1-5 years - maximum 240 hours 6-9 years - maximum 336 hours 10+ - maximum 384 hours Year end cash back for 10-20years =32 hours, over 21 years = 64 hours
NEW CASTLE	If employee took 40 hours off for vacation during the current calendar year may request to receive a cash payment for accrued vacation leave. The employee may exchange a maximum of 40 vacation hours. Must keep minimum of 40 hours vacation on the book
NORTHGLENN	Accrued by pay period. Employee can cash in 80 hours for 50% cash value one time per year.
OURAY	
PAGOSA SPRINGS	You can accrue and carry over a maximum of 248 hours anything above that is use or lose
PALISADE	Maximum accrual 160 hrs for employees with less than 10yrs of service. 240 hrs for employees with more than 10 yrs of service.
PAONIA	May carry over 96 hours each year. Anything over that is unused gets paid out at 50%
PARACHUTE	3.33 hrs. per pay period first 3 years 4.00 hrs. per pay period next 4-6 years 5.00 hrs. per pay period next 7-10 years 6.00 hrs. per pay period next 11-15 years 7.00 hrs. per pay period 15+
PARKER	Accrued by pay period based on years of service. Carry over no more than 216 hrs to next calendar year (forfeit un-used leave). Pay out up to 216 hrs (after 1 yr employment) upon separation. No conversion or buy back practices.
PLATTEVILLE	No conversion or buy back.
PONCHA SPRINGS	The paid time off can be used for vacation and/or sick leave.
PUEBLO	MAXIMUM ACCRUAL IS TWICE THE ANNUAL ACCRUAL - EMPLOYEES OVER AGE 50 WITH 15 YEARS SERVICE OR EMPLOYEES THAT HAVE 20 YEARS SERVICE MAY SELL 80 HOURS VACATION PER YEAR FOR NO MORE THAN 3 YEARS
RANGELY	The amount of accrued vacation leave that can be carried forward at the end of any calendar year shall not exceed one two hundred hours.
RIDGWAY	
ROCKY FORD	The employee may carry up to a maximum of 40 days from the last day of March to the first of April each year. The employee will forfeit vacation leave in excess of this amount without compensation.
SAGUACHE	
SALIDA	Unused vacation leave hours are payable upon termination of employment. Carryover hours are limited to the same as one year's allowance. Firefighters accrue a higher number of hours and 56 hour carryover allowance due to 24 hour shifts.
SEVERANCE	160 max carry over per year. Comp time accrual and 40 hours max
SILT	can roll over 120 hrs
SILVERTHORNE	Employees may cash in up to 80 hours 1 time/year with Town Mgr approval, based on available budget, provided employee maintains at least 100 hours on the books.
SNOWMASS VILLAGE	
SOUTH FORK	100% PAYOUT AT SEPARATION
SPRINGFIELD	
STEAMBOAT SPRINGS	One -time buy back of up to 160 hours a .5 value for employees with accrual balances in excess of 120 hours
STERLING	Accrued by per period based on years of service, pay period is bi-weekly. The maximum accrual is 288 hours.
SUMMIT COUNTY	
SUPERIOR	Leave available on January 1. 1st year employees accumulate at a rate = 0.83 days/month. Carry over only 20 days to the next year. No cash given to unused leave over 20 days. Accumulated days paid upon resignation or dismissal
TELLURIDE	Maximum accrual allowed is 240 hours.
THORNTON	Monthly accrual of vacation hours. Vacation Leave hours above the annual limit of 240 hours will be forfeited, but up to 40 hours of forfeited leave will be deposited into employees Retiree Health Savings/RHS account.
TIMNATH	End of the year is capped at 120 hours for carryover. You can accrue more than that during the year, but you must use vacation so that only 120 hours will carry over at the end of the year.
TRINIDAD	Years 26-30 accrual increases by 1 day per year to max of 200 hours. Buy back may be requested in writing. Must be authorized by Dept. Head and City Manager
VAIL	no conversion or buy back provisions. Max carry-over 320 hrs/yr
WALSENBURG	Vacation can be taken in a maximum of two weeks at any one time. Vacation cannot exceed 240 hrs. After accumulating 120 hours, an employee has the option to be paid for the excess hours, in increments of not less than forty (40) hrs.
WELLINGTON	
WESTCLIFFE	We are required to use it in the same year accrued.
WESTMINSTER	General Leave Accrual: <5 = 5.45 PER PAY PERIOD 5 - 10 = 6.37 PER PAY PERIOD Below accrual only applies to employees hired before 6/30/2010.: 10 - 15 = 7.29 PER PAY PERIOD 15 - 20 = 8.21 PER PAY PERIOD OVER 20 = 9.13 PER PAY PERIOD
WHEAT RIDGE	May receive payment in exchange for accrued PTO leave for hours in excess of 120, up to a maximum of 120 hours at an exchange rate of 1.5 for 1, (e.g. 120 hours = 80 hours payment).
WINDSOR	
WINTER PARK	Accrued per paycheck. Maximum carry-over defined by years of service.
WOODLAND PARK	ACCRUALS ARE PER 26 PAY PERIOD. THERE IS A MAXIMUM BANK OF 192 VACATION HOURS. WHEN AN EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A PAYOUT OF THEIR ACCRUED MAXIMUM VACATION BANK.
YUMA	Must be used prior to March 31 of following year. No long-term accrual.

**Colorado Municipal League  
General Vision Benefits Premium Summary Report  
4/13/2020**

GREENWOOD VILLAGE	\$5.97	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$11.37	\$0.00	0.00%	\$16.69	\$0.00	0.00%
GUNNISON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
GUNNISON COUNTY	\$9.12	\$4.56	50.00%	\$18.64	\$9.32	50.00%	\$18.64	\$9.32	50.00%	\$27.08	\$13.54	50.00%
GYPSUM	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
HAYDEN	\$13.00	\$13.00	100.00%	\$18.00	\$18.00	100.00%	\$17.00	\$17.00	100.00%	\$31.00	\$31.00	100.00%
IGNACIO	\$6.00	\$0.00	0.00%	\$13.00	\$0.00	0.00%	\$14.00	\$0.00	0.00%	\$18.00	\$0.00	0.00%
KERSEY	\$14.33	\$14.33	100.00%	\$72.36	\$72.36	100.00%	\$98.40	\$98.40	100.00%	\$155.68	\$155.68	100.00%
KIOWA	\$7.52	\$0.00	0.00%	\$15.07	\$0.00	0.00%	\$12.76	\$0.00	0.00%	\$21.03	\$0.00	0.00%
KREMMLING	\$5.70	\$5.70	100.00%	\$11.35	\$11.35	100.00%	\$11.35	\$11.35	100.00%	\$14.75	\$14.75	100.00%
LAFAYETTE	\$12.14	\$12.14	100.00%	\$19.42	\$19.42	100.00%	\$19.83	\$19.83	100.00%	\$31.97	\$0.00	0.00%
LAKEWOOD	\$5.77	\$5.77	100.00%	\$0.00	\$0.00	0.00%	\$11.54	\$11.54	100.00%	\$18.57	\$18.57	100.00%
LAMAR	\$5.99	\$0.00	0.00%	\$11.92	\$0.00	0.00%	\$11.92	\$0.00	0.00%	\$15.49	\$0.00	0.00%
LEADVILLE	\$5.70	\$2.85	50.00%	\$11.35	\$5.68	50.04%	\$11.35	\$5.68	50.04%	\$14.75	\$7.38	50.03%
LONE TREE	\$12.60	\$12.60	100.00%	\$0.00	\$0.00	0.00%	\$18.26	\$16.22	88.83%	\$32.75	\$25.53	77.95%
LONGMONT	\$2.48	\$2.48	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$6.31	\$2.48	39.30%
LOUISVILLE	\$10.58	\$10.58	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$22.75	\$17.75	78.02%
LOVELAND	\$10.58	\$0.00	0.00%	\$15.34	\$0.00	0.00%	\$18.22	\$0.00	0.00%	\$29.12	\$0.00	0.00%
LYONS	\$14.72	\$2.21	15.01%	\$23.54	\$3.53	15.00%	\$24.03	\$3.60	14.98%	\$38.75	\$5.81	14.99%
MANITOU SPRINGS	\$13.64	\$0.00	0.00%	\$21.83	\$0.00	0.00%	\$22.81	\$0.00	0.00%	\$35.93	\$0.00	0.00%
MEAD	\$6.00	\$6.00	100.00%	\$13.00	\$3.50	26.92%	\$14.00	\$4.00	28.57%	\$18.00	\$6.00	33.33%
MEEKER	\$6.08	\$6.08	100.00%	\$14.00	\$14.00	100.00%	\$13.00	\$13.00	100.00%	\$24.00	\$24.00	100.00%
MONTE VISTA	\$15.00	\$5.00	33.33%	\$25.00	\$5.00	20.00%	\$35.00	\$5.00	14.29%	\$45.00	\$5.00	11.11%
MONTROSE	\$7.25	\$7.25	100.00%	\$11.61	\$7.25	62.45%	\$11.85	\$7.25	61.18%	\$19.10	\$7.25	37.96%
MONUMENT	\$9.95	\$0.00	0.00%	\$14.43	\$0.00	0.00%	\$14.43	\$0.00	0.00%	\$25.88	\$0.00	0.00%
MORRISON	\$4.84	\$4.84	100.00%	\$9.17	\$4.84	52.78%	\$10.74	\$4.84	45.07%	\$15.12	\$4.84	32.01%
MOUNTAIN VILLAGE	\$7.00	\$7.00	100.00%	\$13.00	\$13.00	100.00%	\$15.00	\$15.00	100.00%	\$19.00	\$19.00	100.00%
MT. CRESTED BUTTE	\$6.11	\$6.11	100.00%	\$17.80	\$17.80	100.00%	\$17.80	\$17.80	100.00%	\$17.80	\$17.80	100.00%
NEW CASTLE	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
NORTHGLENN	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
OURAY	\$9.95	\$8.20	82.41%	\$15.92	\$13.12	82.41%	\$16.26	\$13.39	82.35%	\$26.21	\$21.59	82.37%
PAONIA	\$28.74	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
PARACHUTE	\$6.00	\$6.00	100.00%	\$13.00	\$13.00	100.00%	\$14.00	\$14.00	100.00%	\$18.00	\$18.00	100.00%
PARKER	\$10.23	\$0.00	0.00%	\$22.00	\$0.00	0.00%	\$22.00	\$0.00	0.00%	\$22.00	\$0.00	0.00%
PLATTEVILLE	\$7.52	\$7.52	100.00%	\$15.07	\$7.52	49.90%	\$12.78	\$7.52	58.84%	\$21.03	\$7.52	35.76%
PONCHA SPRINGS	\$9.66	\$9.66	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
PUEBLO	\$6.74	\$0.00	0.00%	\$13.44	\$0.00	0.00%	\$12.75	\$0.00	0.00%	\$19.74	\$0.00	0.00%
RANGELY	\$6.00	\$6.00	100.00%	\$13.00	\$13.00	100.00%	\$14.00	\$14.00	100.00%	\$18.00	\$18.00	100.00%
RIDGWAY	\$10.00	\$10.00	100.00%	\$14.00	\$10.00	71.43%	\$13.00	\$10.00	76.92%	\$24.00	\$10.00	41.67%
SALIDA	\$10.00	\$0.00	0.00%	\$14.00	\$0.00	0.00%	\$13.00	\$0.00	0.00%	\$24.00	\$0.00	0.00%
SEVERANCE	\$10.00	\$10.00	100.00%	\$14.00	\$14.00	100.00%	\$13.00	\$13.00	100.00%	\$24.00	\$24.00	100.00%
SHERIDAN	\$8.45	\$8.45	100.00%	\$13.52	\$13.52	100.00%	\$13.52	\$13.52	100.00%	\$22.25	\$22.25	100.00%
SILT	\$8.01	\$0.00	0.00%	\$11.61	\$0.00	0.00%	\$11.61	\$0.00	0.00%	\$20.82	\$0.00	0.00%
SILVERTHORNE	\$14.82	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$21.49	\$0.00	0.00%	\$38.53	\$0.00	0.00%
SNOWMASS VILLAGE	\$15.78	\$15.78	100.00%	\$22.88	\$21.67	94.71%	\$22.88	\$21.67	94.71%	\$41.02	\$36.73	89.54%
SOUTH FORK	\$7.52	\$7.52	100.00%	\$15.07	\$0.00	0.00%	\$12.76	\$0.00	0.00%	\$21.03	\$0.00	0.00%
SPRINGFIELD	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
STERLING	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
SUMMIT COUNTY	\$6.68	\$0.59	8.83%	\$10.04	\$0.00	0.00%	\$10.04	\$0.00	0.00%	\$17.56	\$1.40	7.97%
SUPERIOR	\$5.70	\$5.70	100.00%	\$11.35	\$10.23	90.13%	\$11.35	\$10.23	90.13%	\$14.75	\$12.54	85.02%
TELLURIDE	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
THORNTON	\$8.60	\$4.30	50.00%	\$0.00	\$0.00	0.00%	\$14.61	\$4.31	29.50%	\$26.10	\$4.30	16.48%
TIMNATH	\$10.00	\$10.00	100.00%	\$14.00	\$12.60	90.00%	\$13.00	\$11.70	90.00%	\$24.00	\$19.20	80.00%
VAIL	\$6.80	\$0.00	0.00%	\$13.60	\$0.00	0.00%	\$13.76	\$0.00	0.00%	\$21.92	\$0.00	0.00%
WALSENBURG	\$10.00	\$7.50	75.00%	\$14.00	\$10.50	75.00%	\$13.00	\$9.75	75.00%	\$24.00	\$18.00	75.00%
WELLINGTON	\$11.78	\$0.00	0.00%	\$19.84	\$0.00	0.00%	\$20.23	\$0.00	0.00%	\$32.01	\$0.00	0.00%
WESTCLIFFE	\$6.00	\$6.00	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
WESTMINSTER	\$12.26	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$22.94	\$0.00	0.00%	\$33.67	\$0.00	0.00%
WHEAT RIDGE	\$7.46	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$14.13	\$0.00	0.00%	\$20.72	\$0.00	0.00%
WINDSOR	\$12.88	\$6.44	50.00%	\$18.67	\$9.34	50.03%	\$18.67	\$9.34	50.03%	\$33.48	\$16.74	50.00%
WINTER PARK	\$7.51	\$0.00	0.00%	\$15.01	\$0.00	0.00%	\$15.16	\$0.00	0.00%	\$24.20	\$0.00	0.00%
WOODLAND PARK	\$7.54	\$7.54	100.00%	\$12.07	\$9.05	74.98%	\$12.32	\$9.24	75.00%	\$19.87	\$14.90	74.99%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**General Vision Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
ALAMOSA	Y	PPO	N/A		81%	VSP
ARVADA	Y	PPO	N/A	PPO	80%	VSP
ASPEN	Y		Health		95%	
AURORA	Y	PPO	N/A	Base plan	82%	VSP
AVON	Y	Self	Dental		100%	CNIC Health Solutions (TPA)
BASALT	Y	PPO	N/A	Vision Plan B	78%	VSP - CEBT
BENNETT	Y	PPO,Cafeteria Plan Option	N/A		0%	
BERTHOUD	Y	PPO	Health	PPO	93%	Guardian
BLACK HAWK	Y	PPO	N/A		100%	EyeMed
BLUE RIVER	Y	PPO	N/A		14%	
BRECKENRIDGE	Y	PPO	N/A		65%	VSP Vision Care
BRIGHTON	Y	PPO	N/A	EE + F	90%	VSP
BROOMFIELD	Y	INDEM	N/A	Indemnity	17%	VSP
BRUSH	Y		N/A		100%	Employers Vision Trust
BUENA VISTA	Y	HMO	N/A	HMO	97%	VSP
BURLINGTON	Y	PPO	N/A	PPO	50%	CEBT VSP
CANON CITY	Y	Self	Health	One plan	100%	Self Insured / Meritain
CARBONDALE	Y	PPO	Both	PPO	100%	CEBT/Willits of Colorado, Inc.
CASTLE ROCK	Y		N/A		0%	EyeMed Vision Care
CEDAREGE	Y	PPO	Dental	PPO	45%	Principal Financial Group
CHERRY HILLS VILLAGE	N				0%	
COLORADO SPRINGS	Y	Fully Insured	N/A	VSP	77%	Vision Service Plan (VSP)
COMMERCE CITY	Y	PPO	N/A	PPO	60%	Vision Services Plan
CORTEZ	Y	PPO	N/A		55%	Vision Service Plan
CRESTED BUTTE	Y	POS			100%	CEBT
CRIPPLE CREEK	Y	PPO	N/A	PPO	100%	MetLife
DACONO	Y	PPO	N/A	PPO	97%	Superior Vision
DELTA	Y	PPO	N/A		100%	Vision Service Plan
DELTA COUNTY	Y	PPO	N/A	PPO	0%	VSP
DENVER	Y	HMO,DHMO & HDHP	Health		25%	VSP
DILLON	Y	Voluntary	N/A		60%	County Health Pool
DURANGO	Y	PPO	N/A		98%	VSP
ENGLEWOOD	Y	PPO,VSP	N/A		0%	Metlife
ERIE	Y		N/A	VSP	96%	Vision Service Plan
ESTES PARK	Y	POS	N/A	POS	96%	VSP
EVANS	Y	Self	N/A		98%	EyeMed
FEDERAL HEIGHTS	Y	HMO	N/A	VSP	0%	VSP
FIRESTONE	Y	POS	N/A	VSP	77%	Vision Service Plan
FLORENCE	Y	PPO,EPO	Health	PPO	88%	CEBT/Pacificare
FORT COLLINS	Y	POS,Full Insured	N/A	POS	0%	Vision Service Plan
FORT LUPTON	Y		N/A		0%	Humana
FORT MORGAN	Y	PPO	N/A	Vision Service Plan	62%	Vision Service Plan
FOUNTAIN	Y	INDEM	N/A		73%	VSP
FREDERICK	Y	PPO	N/A	PPO	75%	VSP
FRISCO	Y	Self	Both		95%	VSP
FRUITA	Y	PPO	N/A	Vision Choice Plan	35%	VSP
GEORGETOWN	N				0%	
GILCREST	Y		Health		0%	Metlife
GLENDALE	Y	Self	Both	Self Insurance via EBMS	100%	VSP
GLENWOOD SPRINGS	Y	PPO	N/A	Only Offer One Plan	49%	VSP
GOLDEN	Y	Voluntary Vision Plan	N/A		54%	EyeMed
GRANBY	N				0%	
GRAND JUNCTION	Y	Self,VSP	N/A	Only one option	51%	VSP Vision Benefit
GRAND LAKE	Y	INDEM	N/A		100%	CEBT
GREELEY	Y	PPO	N/A	PPO	86%	VSP
GREEN MOUNTAIN FALLS	Y		N/A	only 1 plan offered	100%	CEBT

GREENWOOD VILLAGE	Y	HMO	N/A		45%	Eye Med
GUNNISON	Y	PPO	Health	PPO 3	58%	CEBT
GUNNISON COUNTY	Y	PPO	N/A		71%	CoreSource
GYPSUM	Y	HSA	Health		96%	CIGNA
HAYDEN	Y	PPO	N/A	This is the only plan available	100%	Vision Service Plan (VSP)
IGNACIO	Y	PPO	N/A		100%	CEBT
KERSEY	Y	PPO	Health	PPO	80%	Guardian
KIOWA	Y		N/A	employee ply family	13%	Metlife
KREMMLING	Y	PPO	N/A		100%	VSP
LAFAYETTE	Y	PPO	N/A	PPO	53%	VSP
LAKEWOOD	Y	HMO	N/A	Vision Service Plan	96%	Vision Service Plan
LAMAR	Y	PPO	Health		50%	VSP/CHP
LEADVILLE	Y	PPO	Health	Vision	50%	County Health Pool-
LONE TREE	Y	HMO,PPO	N/A		97%	Vision Service Plan
LONGMONT	Y	POS,Vision Services Plan	N/A	Only offer VSP coverages	99%	Vision Services Plan
LOUISVILLE	Y	PPO	N/A	PPO	90%	Vision Service Plan
LOVELAND	Y	PPO,Self, Vision Services Plan VSP	N/A		65%	Vision Services Plan VSP
LYONS	Y		N/A		15%	VSP
MANITOU SPRINGS	Y	PPO	N/A	VSP Signature Plan	45%	VSP
MEAD	Y		Health		100%	CEBT
MEEKER	Y	PPO	Health	All same plan	100%	VSP
MONTE VISTA	Y	Partially Self Funded	N/A	Partially Self Funded	70%	EBMS/Mountain States Administration
MONTROSE	Y	PPO	N/A	PPO	99%	VSP
MONUMENT	Y	POS	N/A	POS	59%	VSP
MORRISON	Y		Dental		0%	Lincoln Financial Group
MOUNTAIN VILLAGE	Y		Health	CEBT/ UMR	100%	CEBT-CNIC
MT. CRESTED BUTTE	Y		Dental		100%	principal
NEW CASTLE	Y	PPO	Health	PPO III	100%	CEBT
NORTHGLENN	N				0%	
OURAY	Y		N/A		100%	VSP
PAONIA	Y	HMO			85%	VSP
PARACHUTE	Y	PPO	Health	Vision Service Plan	100%	Vision Service Plan
PARKER	Y	PPO,N/A	Both	N/A	0%	V.S.P.
PLATTEVILLE	Y	PPO	N/A	MetLife	90%	MetLife
PONCHA SPRINGS	Y	EPO3	Health	EPO3	100%	Colorado Employer Benefit Trust
PUEBLO	Y		N/A		44%	Anthem Blue Vision
RANGELY	Y	PPO	Dental		100%	Town of Rangely
RIDGWAY	Y	PPO	Health	PPO	100%	
SALIDA	Y	PPO	N/A	PPO	79%	CEBT/Willis Towers Watson
SEVERANCE	Y		N/A		100%	VSP
SHERIDAN	Y		N/A		61%	VSP
SILT	Y		N/A	Member Only	69%	Vision Service Plan
SILVERTHORNE	Y	PPO	N/A		53%	VSP
SNOWMASS VILLAGE	Y	PPO	N/A	Only one plan	81%	VSP
SOUTH FORK	Y	PPO	N/A	PPO	100%	Met Life
SPRINGFIELD	Y	Self	N/A	Met Life	100%	Met Life
STERLING	N				0%	
SUMMIT COUNTY	Y	PPO	N/A		90%	VSP
SUPERIOR	Y	PPO,N/A	N/A	N/A	83%	VSP
TELLURIDE	N				0%	
THORNTON	Y	PPO	N/A	PPO	87%	Vision Service Plan
TIMNATH	Y	EPO	Health	EPO	67%	CEBT
VAIL	Y	PPO,Self		Only One Vision Plan	54%	Cigna
WALSENBURG	Y	HMO	Health		64%	VSP
WELLINGTON	Y		N/A		78%	Guardian
WESTCLIFFE	Y	PPO	Health		0%	
WESTMINSTER	Y	PPO, Fully funded	N/A	Only one choice - VSP	55%	VSP
WHEAT RIDGE	Y	PPO	N/A	PPO	46%	Eye Med
WINDSOR	Y	INDEM	N/A	Indemnity	90%	VSP
WINTER PARK	Y	PPO	N/A	only one plan offered	95%	Cigna/VSP
WOODLAND PARK	Y	PPO	N/A	PPO	96%	VSP
YUMA	N		N/A		0%	

# Compensation Survey System

## League Description Report

### 4/13/2020

League Job # B073.1 - ATTORNEY, LEAD PROSECUTING

CSS Job # 1071 - PROSECUTING ATTORNEY III

Performs a variety of legal administrative, caseload management and litigating duties as the lead or senior prosecutor. Oversees and directs all criminal prosecutions, and related appeals. Under general direction of the City Attorney, oversees all criminal prosecution work for the City; researches various court cases; handles prosecution related appeals; appears in court for motions, changes of pleas and sentencing; reviews probation performance of defendants after conviction. Ensures that criminal prosecutions from police are properly screened. Ensures that criminal cases are prepared for trial. May oversee work and make work assignments for lower level attorneys. Minimum Qualifications: Juris doctorate and licensed to practice law in the state of Colorado. Typically, 3-5 years experience as a practicing prosecuting attorney.

League Job # M03 / S03 - ATTORNEY, MUNICIPAL OR COUNTY

CSS Job # 1025 - CITY ATTORNEY/CHIEF LEGAL COUNSEL

As the appointed department head and chief legal counsel to the governing body, oversees all civil and criminal matters brought before the city. Advises on issues related to city operations and development. Develops and recommends changes in local statute requiring adoption by resolution or ordinance. Drafts ordinances, resolutions, petitions, deeds, leases, etc. Advises on the legality of operating policies and procedures. Prepares petitions for various city projects and improvements, i.e., sewer and street improvements and forms of easements, bonds, complaints, notices and assessment proceedings. Provides legal advice and prepares formal legal opinions on a board range of issues for various city departments and law enforcement activities. Prepares and issues complaints, warrants and subpoenas. Performs or directs the gathering and analysis of evidence in cases and reviews pertinent decisions, policies, regulations and other legal matters pertaining to cases. Presents evidence against accused to grand jury for indictment or release of accused as required. Minimum Qualifications may include graduation from an accredited law school with a jurist doctorate degree and typically, seven to ten (7-10) years of experience practicing municipal law or an equivalent combination of education and experience; must be a member of the State Bar Association.

League Job # B073.5 - ATTORNEY, SENIOR ASSISTANT

CSS Job # 1020 - CIVIL ATTORNEY IV

As a lead or senior staff attorney, performs professional legal work within the office of the city or county attorney; prepares ordinances, contracts, easements and leases; assists departments with legal matters; investigates claims and complaints by or against the city or county regarding the violation of municipal ordinances; interviews witnesses, prepares motions and presents cases in court; acts as legal advisor to boards and commissions. Benchmark guidelines: FLSA: Exempt; Job Level: Lead/Senior worker; highest level without supervisory responsibility; Education: Juris doctorate. Admission to the bar of the State of Colorado; Work Experience: typically, seven (7) years of experience as a practicing attorney with an emphasis in civil law.

League Job # B012.5 - CONSTRUCTION PROJECT MANAGER

CSS Job # 507 - CONSTRUCTION PROJECT MANAGER

Provides professional-level technical contract and construction oversight in the areas related to the organization's facilities, parks and street landscaping, building repairs and capital improvement projects. This position works with consultants regarding project design and development review; confers with developers, engineers, architects and contractors. Position responsible for review of construction plans, designs and specifications. Serves as project manager on capital improvement projects related to organization including oversight of all phases from design to completion. MINIMUM QUALIFICATIONS include Bachelor's degree in construction management, project management engineering or related field. Typically requires three (3) years responsible construction and/or project management experience. Project/Construction Management Certification preferred. Functional Manager position.

League Job # B088.2 - DIGITAL TECHNICIAN / PD

CSS Job # 1671 - DIGITAL TECHNICIAN / PD

Performs routine support and moderate technical work in an the police department. Primary responsibilities include performing a variety of digital and media related tasks of routine difficulty related to the City and County's storage, release and redaction of body worn camera digital media and other related sources and providing information and assistance to City and County staff and the public. MINIMUM QUALIFICATIONS MAY INCLUDE: Two (2) years' experience in the use of personal computers and copying software including database experience with entries, retrievals, and maintenance of data files.

League Job # B029 - ACCOUNTANT

CSS Job # 705 - ACCOUNTANT (JOURNEY LEVEL)

Performs professional accounting work under supervision of chief accountant. Maintains accounts requiring analysis, balances against other accounts, makes entries and prepares reports. Position requirements: (1) bachelor's degree in accounting; (2) related experience REQUIRED; (3) journey level.

League Job # B028.5 - ACCOUNTANT, SENIOR

CSS Job # 715 - ACCOUNTANT (SENIOR LEVEL)

Performs advanced level professional accounting duties; develops and implements new accounting techniques and systems or modifies and modernizes existing methods and procedures. Performs as first line supervisor in directing accounting duties of technicians or junior accountants. Maintains and balances accounts against other accounting records. Makes final accounting of cash funds, vouchers, and encumbrances. Prepares balance sheets. Conducts internal audits. Compares expenditures with budget appropriations. Prepares reports. Minimum Qualifications: Graduation from a college or university with a bachelor's degree in accounting or a related field and typically, three to five (3-5) year of related experience, or an equivalent combination of education and experience. Supervisory experience. Highest level of Accountant under a Division Manager.

League Job # B030 - ACCOUNTING CLERK

CSS Job # 720 - ACCOUNTING CLERK II

Under general supervision, performs a variety of detailed accounting duties in accordance with standard accounting procedures. Checks and verifies data for completeness and accuracy; codes regular entries for distribution to accounts; audits disbursement vouchers, debit and credit memos, etc.; checks, posts and reconciles special account records. Assists with trial balance and preparation of statements and reports. May use CRT or personal computer. Work is subject to audit and verification. Position requirements: (1) high school diploma or equivalent; (2) typically, two years experience.

League Job # M07.5 - ACCOUNTING MANAGER

CSS Job # 723 - ACCOUNTING MANAGER

a. Work is performed with considerable independence. b. May act as backup to finance director. c. Supervises and manages the operations of the accounting department. d. Performs high-level, complex accounting, budgeting, auditing and financial analyses. e. Position has primary responsibility for accounting operations which may include sales tax, payroll, utility billing, and investments. f. Maintains accounting controls; may assist with developing accounting and financial policies and practices. g. Position requirements: (1) bachelor's degree in accounting, finance or related field; (2) typically, three to five years of accounting and supervisory experience.

League Job # B031 - ACCOUNTING/FINANCE TECH.

CSS Job # 725 - ACCOUNTING TECHNICIAN

High-level administrative position dealing with detailed record and information management. Work is often quantitative in nature. Typically uses computerized data management and analysis systems. Provides assistance in at least one of the following areas: budget monitoring; support in budget preparation; processing special use applications; licensing and fee assessment; enforcing and explaining policies, codes, ordinances, and regulations; maintaining a variety of financial transactions; compiling information and preparing reports and/or summaries. Position requirements: (1) high school diploma or equivalent; (2) typically, (three to five years) experience; (3) nonexempt under FLSA.

League Job # B002 - ADMINISTRATIVE ASSISTANT

CSS Job # 2350 - SECRETARY I

Under general supervision, performs general administrative support in the following areas: performs data entry and basic word processing operations, compiles data for reports and processes a variety of documents according to well-established guidelines and standardized procedures, uses basic office equipment, creates correspondence and business forms from rough draft and may originate written materials. May act as a receptionist; screens and transfers calls, sorts and maintains various alpha/numeric files and documents. Position requirements: (1) high school diploma or equivalent; (2) typically, two years administrative experience.

League Job # B001 / S11 - ADMINISTRATIVE CLERK

CSS Job # 2305 - GENERAL OFFICE ASSISTANT I (CLERK / TYPIST)

Under close supervision performs routine receptionist AND entry-level secretarial duties in accordance with standard procedures. Answers incoming phone calls, determines most appropriate respondent to questions and routes calls or visitors to appropriate departments. May perform typing, filing, and copying activities for various departments. MINIMUM QUALIFICATIONS may include graduation from high school with some experience in general office practices. a. accounts payable/receivable, b. bookkeeping, c. correspondence, d. court clerk, e. planning/zoning clerk, f. receptionist, g. special projects, h. typing/data input, i. utility billing, j. Receptionist/Secretary

League Job # M08 - ADMINISTRATIVE SERVICES DIRECTOR

CSS Job # 165 - ADMINISTRATIVE SERVICES DIRECTOR

a. administrative analysis, b. billing and accounting, c. budget monitor, d. building maintenance, e. human resources, f. information technology, g. interdepartmental coordination, h. public relations, i. Purchasing, j. centralized GIS.

League Job # B007 - ADMINISTRATIVE SUPPORT SUPERVISOR

CSS Job # 101 - ADMINISTRATIVE SUPPORT SUPERVISOR

Performs general administrative duties with responsibility for the supervision of employees who provide office services and support to other units in the facility. Typically has jurisdiction over the following centralized areas: copy center, filing, telephone and fax services, message delivery, mail room functions, reception, etc. May be responsible for the purchase of office supplies and for the planning, purchase and maintenance of office equipment. MINIMUM QUALIFICATIONS: Associate's Degree or equivalent. Experience: Typically 5 years' of administrative support experience. Lead or supervisory experience preferred. An equivalent combination of education, training and experience may be considered.

League Job # B003 - ADMINISTRATIVE TECHNICIAN/SPECIALIST

CSS Job # 2310 - EXECUTIVE ASSISTANT

Under limited supervision, performs data entry using specialized software, such as spread sheet and database applications, uses word processor to compose, type and edit miscellaneous business forms and correspondence, compiles statistics and related information, performs a variety of administrative support functions for a division or division managers, responds to inquiries requiring specific knowledge of division's operations, uses all forms of office equipment. Sorts and maintains alpha/numeric files and documents, compiles data and develops reports that may require independent judgment; may purchase office supplies, may perform routine accounting and bookkeeping procedures to facilitate the operation of a division and may act as division receptionist. Position requirements: (1) high school diploma or equivalent; (2) typically, three to four years administrative experience with ability to compose and edit written materials; (3) ability to acquire specific knowledge relating to division's operations.

League Job # B075 / S18 - ANIMAL CONTROL OFFICER

CSS Job # 1510 - ANIMAL CONTROL OFFICER II

Enforces the municipal animal ordinances, issues citations for violations observed, impounds animals, cares for animals held at the pound, handles complaints and questions from the public. Benchmark Guidelines: FLISA: Non-exempt; Job Level: Journey-level; Reports to: Supervisor; Education: High School diploma; plus, three (3) years of directly related animal control/humane work experience required. May be required to possess a current Colorado Association of Animal Control Officer's (CAACO) certification. Other: Nonsworn position.

League Job # B075.5 - ANIMAL CONTROL SUPERVISOR

CSS Job # 1515 - ANIMAL CONTROL SUPERVISOR

Enforces the municipal animal ordinances, issues citations for violations observed, impounds animals, cares for animals held at the pound, handles complaints and questions from the public. Supervision over the animal control unit. Benchmark Guidelines: FLISA: Non-exempt; Job Level: First-line supervisor; Work Experience: typically, three to five years of related experience. A non-sworn position.

League Job # B046.6 - APPLICATIONS PROGRAMMING SUPERVISOR

CSS Job # 902 - APPLICATIONS PROGRAMMING SUPERVISOR

Supervises and coordinates the work of a team engaged in applications programming and program analysis. Work involves, analyzing the nature and requirements of problems presented by agency users of information technology services. Trains and evaluates staff. Assists in planning and coordinating programming projects. Reviews the preparation of detailed analyzes, plans, diagrams, and verification procedures for existing and proposed information technology applications. Advises in the selection of programming language to be used. Reviews and evaluates programming operations, techniques, and training needs. Supervises the evaluation of information technology processing equipment and techniques for applicability, reliability, flexibility, speed, and costs. Reviews and evaluates project cost estimates prepared by subordinate staff members. Benchmark guidelines: Job Level: Supervisory Exempt; Education: bachelor's degree. Experience: Typically requires two years of experience in supervising application programmers; or an equivalent combination of education, training and experience.

League Job # B043.2 - APPLICATIONS SUPPORT ADMINISTRATOR

CSS Job # 901 - APPLICATIONS SUPPORT ADMINISTRATOR

This position provides journey level, technical expertise in the administration, installing, configuring, maintenance, analysis, testing and implementation for commercial off-the-shelf software (COTS). Provides analysis of options and alternatives for application implementation and administration. Responsible for the application security process, user setup, role privilege definition, assignment and security permissions and overseeing the installation and/or upgrade of software package releases. This position does not develop code. Benchmark: Journey-level. Education: Bachelor's degree or equivalent training. Experience: Typically requires two or more years experience in application support lifestyle, including procurement, systems analysis, implementation, quality assurance and maintenance.

League Job # B110.1 - AQUATICS SUPERVISOR

CSS Job # 1148 - AQUATICS COORDINATOR

Performs a variety of general administrative and day-to-day operations. Performs recreational programming related to the aquatics program and services provided to guests. This position is responsible for the daily operations of aquatic facilities, including supervising departmental aquatic staff and managing and coordinating the activities of municipal pools. MINIMUM QUALIFICATIONS: Bachelors from an accredited college or university with major course work in Parks and Recreation, Business Administration, Public Administration or closely related field. Typically 4 years full-time work experience in recreation services involving development, operations and program management, including two years supervisory/aquatics facility operation or a combination of closely related education, training and work experience. Current certifications in CPR/AED for the Professional Rescuer, First Aid, Administering Emergency Oxygen, Lifeguard Training, Lifeguard Training Instructor, Designated aquatic certifications, CPO and/or AFO.

League Job # B106.55 - ARBORIST I / PARKS

CSS Job # 1150 - ARBORIST I

Performs entry level duties as related to assisting in and supporting the Urban Forestry Program which includes the health, safety and aesthetics of public trees. Performs a variety of skilled and semi-skilled tasks related to care and maintenance of trees and shrubs, including the operation and maintenance of various specialized equipment. May oversee work assignments and provide direction to temporary employees. Performs technical urban forestry functions for tree care operations. Prune, remove and maintain City-owned trees and other vegetation. Respond to tree maintenance needs and storm damage concerns. Plant, water, mulch and treat for insect & disease issues. Operate and maintain a variety of hand and power tools. Operate aerial lift, grapppler, stump grinder, chipper, and tree sprayer. Performs tree maintenance operations in compliance with industry standards and specifications. Compile and monitor tree maintenance contracts. Respond to issues related to sick, damaged or hazardous trees and shrubs. Identify tree species and inspect for health and safety including hazard tree evaluations. Develop and maintain GIS tree inventory program. Assist with educational programs such as Arbor Day. Provide information to the public relative to tree care and arboricultural practices. MINIMUM QUALIFICATIONS: graduation from high school. Prior arborist, horticultural, or landscape experience is preferred but not required. Completion of, or ability to complete community first aid and defensive driving training.

League Job # B106.5 - ARBORIST II / PARKS

CSS Job # 1152 - ARBORIST II

Performs working level duties as related to assisting in and supporting the Urban Forestry Program which includes the health, safety and aesthetics of public trees. Performs a variety of skilled and semi-skilled tasks related to care and maintenance of trees and shrubs, including the operation and maintenance of various specialized equipment. May oversee work assignments and provide direction to temporary employees. Performs technical urban forestry functions for tree care operations. Prune, remove and maintain City-owned trees and other vegetation. Respond to tree maintenance needs and storm damage concerns. Plant, water, mulch and treat for insect & disease issues. Operate and maintain a variety of hand and power tools. Operate aerial lift, grapppler, stump grinder, chipper, and tree sprayer. Performs tree maintenance operations in compliance with industry standards and specifications. Compile and monitor tree maintenance contracts. Respond to issues related to sick, damaged or hazardous trees and shrubs. Identify tree species and inspect for health and safety including hazard tree evaluations. Develop and maintain GIS tree inventory program. Assist with educational programs such as Arbor Day. Provide information to the public relative to tree care and arboricultural practices. MINIMUM QUALIFICATIONS: graduation from high school, plus, typically, 18 months experience comparable to an entry level Arborist and completion of first aid and defensive driving training.

League Job # P01 - ARTS AND CRAFTS INSTRUCTOR

CSS Job # 1151 - ARTS & CRAFTS INSTRUCTOR

Performs entry-level duties providing arts and crafts instruction. Designs, schedules, and conducts arts and crafts classes at a Recreation or Senior Center. FLISA: Nonexempt. MINIMUM QUALIFICATIONS includes High school diploma or equivalent; Plus, background in arts and crafts as a vocation or profession and typically, six months (6 mo.) to one (1) year experience instructing arts and crafts classes.

League Job # M05.5 - ASSISTANT CITY MANAGER

CSS Job # 100 - ASSISTANT CITY/COUNTY MANAGER / ADMINISTRATOR

Second in Command. Assists the City Manager in the day-to-day operations of the city. a. budget development, b. grant writing, c. investigates citizen complaints, d. prepares council or board agenda items, e. prepares reports and analyses for council or board, f. provides information to council or board, g. public information officer, h. intergovernmental relations/legislative affairs, i. performs special projects, j. city clerks office. Position requirements: (1) bachelor's degree in public administration or related field; masters preferred (2) typically, 5 or more years management experience in municipality including 2 years supervisory experience or an equivalent combination of education and experience. Do not match M06 and M09 to the same person.

League Job # M09 - ASSISTANT TO THE CITY/COUNTY MANAGER

CSS Job # 110 - ASSISTANT TO THE MAYOR / CEO

(no supervisory responsibility over department or division heads) a. assists in city or county budget development, b. budget officer, c. capital improvement projects, d. conveys council or board/

manager policy direction to city or county departments, e. investigates citizen complaints, f. performs special projects, g. prepares council or board agenda items, h. prepares reports and analyses for council or board and city or county manager, i. provides information to council or board, j. public information officer, k. recording secretary for boards and commissions.

League Job # P02 - ASSOCIATE MUNICIPAL JUDGE

CSS Job # 1054 - ASSOCIATE MUNICIPAL JUDGE

Performs direct court case adjudication for a municipal court operation. Responsible for the operations of the entire municipal court in the absence of the presiding municipal judge. Has the same authority as a presiding judge over cases before the court. FLSA: Exempt. MINIMUM QUALIFICATIONS include graduation from college with a Juris doctorate degree. Requires license to practice law by the State; plus, prior criminal, civil, and/or municipal law experience preferred.

League Job # B074 - ATTORNEY I, ASSISTANT

CSS Job # 1004 - ASSISTANT ATTORNEY

Performs professional legal work within the office of the city or county attorney; assists in drafting ordinances, contracts, easements and leases; assists departments with legal matters; investigates claims and complaints by or against the city or county regarding the violation of municipal ordinances; interviews witnesses, prepares motions and presents cases in court; acts as legal advisor to boards and commissions. No supervisory responsibilities. Benchmark guidelines: FLSA: Exempt; Job Level: Entry Level; Education: Juris doctorate. Admission to the bar of the State of Colorado; Work Experience: typically, one to three years experience as a practicing attorney with an emphasis in civil law.

League Job # B074.5 - ATTORNEY II, ASSISTANT

CSS Job # 1005 - CIVIL ATTORNEY II

Performs professional legal work within the office of the city or county attorney; prepares ordinances, contracts, easements and leases; assists departments with legal matters; investigates claims and complaints by or against the city or county regarding the violation of municipal ordinances; interviews witnesses, prepares motions and presents cases in court; acts as legal advisor to boards and commissions. Benchmark guidelines: FLSA: Exempt; Job Level: Journey; Education: Juris doctorate. Admission to the bar of the State of Colorado; Work Experience: typically, three to five years of experience as a practicing attorney with an emphasis in civil law.

League Job # B073.3 - ATTORNEY, DEPUTY CITY

CSS Job # 1050 - DEPUTY CITY/COUNTY ATTORNEY

Second in command, assists the City Attorney in the day-to-day operations of the City Legal Department. Provides legal representation and advice to City officials and employees. Investigates and responds to claims and complaints by or against the city. Has responsibility for a broad range of legal matters requiring in-depth knowledge of specialized areas of municipal law, including but not limited to, construction and other contracts; real estate; state and federal constitutional law; zoning and land use; licensing and special use permits; election law; municipal code interpretation and enforcement; employment law; and governmental liability and immunity. Additionally the Deputy City Attorney is responsible for acting as liaison to outside counsel the City may retain for litigation or special project. Minimum Qualifications may include graduation from an accredited law school with a jurist doctorate degree and typically seven to ten (7-10) years of experience practicing municipal law; must be a member of the State Bar Association.

League Job # B073.2 - ATTORNEY, PROSECUTING

CSS Job # 1070 - PROSECUTING ATTORNEY II

Provides legal counsel in the prosecution of legal cases in the Municipal Court. Handles a full array of criminal cases, including traffic, serious misdemeanors and domestic violence. Interviews prospective complaints and Police Officers relative to the filing of complaints. Instructs investigators as to information required for pending cases. Keeps case records and makes reports. Minimum Qualifications: Juris doctorate and licensed to practice law in the state of Colorado. Entry level prior criminal prosecuting experience not required.

League Job # B068.4 - BENEFITS MANAGER/SUPERVISOR

CSS Job # 151 - BENEFITS MANAGER

Manages the day-to-day operations of benefit programs to include life and AD&D insurance, disability plans, health, dental, EAP, vision insurance, COBRA, flexible spending plans, reimbursement plans, supplemental insurance, retirement and other benefit programs. Provide direction and supervision to subordinate staff. Develops, negotiates, administers and interprets benefit policies and programs. Researches and analyzes employee benefit trends and programs. Oversees the maintenance of employee records on all assigned benefit programs. Ensures compliance with changing State and Federal regulations. Prepares and monitors benefit program budgets. Oversees and makes presentations regarding benefit programs including new hire orientation and open enrollment. Performs other duties consistent with benefits administration. Benchmark Guidelines: Job Level: Supervisory non-exempt/exempt non-supervisory. Education Level: Bachelor's degree or equivalent work experience. Experience Level: typically, at least five years of increasingly responsible experience in benefits administration of employer-provided life, health and welfare plans including life and health, pension, and workers compensation, or other programs.

League Job # B068.5 - BENEFITS TECHNICIAN

CSS Job # 154 - BENEFITS TECHNICIAN

Performs a variety of Journey-level duties in consulting with and advising employees on a day to day basis concerning eligibility for benefits. May perform open enrollment duties and conduct new hire orientations. Ensures compliance with federal and state regulations. Maintains benefit records including data entry, filing, and prepares documents necessary for implementing benefit coverage. FLSA: Nonexempt. MINIMUM QUALIFICATIONS include High school diploma with some college preferred; plus, typically, (2) years of related experience.

League Job # B033 - BUDGET ANALYST

CSS Job # 745 - BUDGET ANALYST

Analyzes assigned agency budgets to determine essential funding. Reviews and monitors revenues and expenditures of assigned agencies and projects. Compares actual and year-end balances. Prepares and presents budget recommendations. Identifies high priority services and evaluates adequacy of budget to provide those services. Evaluates assigned program effectiveness and efficiency. Position requirements: (1) bachelor's degree; (2) typically, two years of related work experience.

League Job # M033.5 - BUDGET MANAGER/DIRECTOR

CSS Job # 744 - BUDGET MANAGER/DIRECTOR

As the highest level in the budget area, may supervise budget staff and is responsible for the preparation and administration of the annual operating budget, enterprise funds and capital improvement plans. Directs and coordinates activities of personnel responsible for formulation, monitoring and presentation of budgets for controlling funds to implement program objectives. Typically reports to the Director of Finance. MINIMUM QUALIFICATIONS may include: Graduation from college with a bachelor's degree in finance, accounting or related field and typically, 3 to 5 years of experience in a related field.

League Job # B014 - BUILDING INSPECTION SUPERVISOR

CSS Job # 311 - BUILDING INSPECTION SUPERVISOR

Performs supervisory and professional technical inspection duties to ensure compliance with established standards and ordinances, codes and regulations. Coordinates inspection schedules and projects for subordinate inspection staff. Monitors and assures quality of inspections. Performs regular performance appraisals. Does not act as the Chief Building Official MINIMUM QUALIFICATIONS include graduation from high school; plus typically (3) three to five (5) years experience in building code enforcement, and (1) one to two (2) years supervisory experience. ICC certifications in at least (3) three of the adopted building code areas.

League Job # B015 / S24 - BUILDING INSPECTOR II

CSS Job # 305 - BUILDING INSPECTOR II

Performs technical and specialized structural, mechanical, plumbing and electrical inspection work to ensure compliance with established standards and ordinances, codes and regulations. Prepares correspondence, records and reports. Position requirements: (1) Typically two years experience as a skilled craftsman or in work related to building construction or a license in the appropriate trade, and at least (2) ICC certifications.

League Job # B015.1 / S24.1 - BUILDING INSPECTOR III

CSS Job # 310 - BUILDING INSPECTOR III

Performs technical and specialized structural, mechanical, plumbing and electrical inspection work to ensure compliance with established standards and ordinances, codes and regulations. Prepares correspondence, records and reports. Position requirements: (1) Typically four years' experience as a skilled craftsman or in work related to building construction and at least (3) ICC certifications and must maintain appropriate Journeyman or Master license.

League Job # B048 - BUILDING MAINTENANCE SUPERVISOR

CSS Job # 620 - FACILITIES MAINTENANCE FOREMAN

Supervises, coordinates and assists when necessary in maintenance and repair of city/county buildings. Supervises custodial and maintenance staff; inspects facilities, machinery and equipment to determine maintenance needs; schedules preventive maintenance and cleaning; coordinates contracted maintenance, repair and remodeling work, including determining needs for service, reviewing bids and recommending contractors; serves as a liaison to contractors; orders material, supplies and equipment; administers building maintenance budget; responsible for building plumbing and HVAC systems. Benchmark guidelines: FLSA: nonexempt; Job Level: Supervisor generally a first-line supervisor; Education: High school diploma required; college degree not generally required; Work Experience: typically, four to five years of related experience; Certification: HVAC coursework or certification preferred.

League Job # B049 - BUILDING MAINTENANCE WORKER



CSS Job #	625 - FACILITIES MAINTENANCE TECHNICIAN
	Provides a variety of skilled work in the construction, maintenance, repair and restoration of city/county buildings. Responsible for maintaining and repairing facilities, buildings and structures. Benchmark guidelines: FLSA: Nonexempt; Job Level: Entry-level; Education: high school diploma or equivalent; Work Experience: typically, one to two years of construction or maintenance experience or any equivalent combination of training and experience which provides the required knowledge, skills and abilities.
League Job #	B016 - BUILDING PERMIT TECHNICIAN
CSS Job #	315 - BUILDING PERMIT TECHNICIAN
	Performs routine and complex administrative work in performing the daily operations of building permit issuance and official records maintenance. Explains policies, codes, ordinances and regulations. Position requirements: (1) high school diploma or equivalent; (2) typically, two years experience; (3) nonexempt under FLSA.
League Job #	P03 - BUILDING SUPERVISOR
CSS Job #	606 - BUILDING SUPERVISOR / MONITOR
	Position involves greeting and assisting customers, opening and/or closing and security of the Recreation Center or other assigned facilities. Assist with room set-up and occasional light maintenance. Hours are scheduled primarily during the evenings and on weekends. MINIMUM QUALIFICATIONS may include high school graduation; plus, sufficient experience working with the public in a customer service role to demonstrate an aptitude or ability to perform assigned duties. CPR and first aid certification preferred.
League Job #	B100 - BUS OPERATOR
CSS Job #	1274 - BUS/SHUTTLE DRIVER
	Provide reliable, safe, and consistent public transportation service. Benchmark Guidelines: FLSA: Nonexempt; Job Level: Entry-level; Education: High school diploma; Work Experience: typically, one year of related experience; Certification: Colorado driver's license with req. to obtain Commercial Driver's license. Ability to obtain first aid and CPR certification.
League Job #	B140 - BUSINESS ANALYST
CSS Job #	898 - BUSINESS ANALYST
	Performs moderately complex business process analysis to determine potential needs and works with internal customers to identify changes or improvements to the functionality and efficiency of these processes. Documents business requirements and creates flowcharts. Recommends information technology solutions to meet business needs and coordinates the planning, development, and implementation of these solutions. May train and guide the work of less experienced Business Analysts. Benchmarking guidelines: Job Level: Journey. Education: Typically requires a BA/BS or equivalent. Experience: typically, three or more years of experience analyzing and evaluating business processes.
League Job #	B033.5 - BUSINESS ANALYST, SENIOR
CSS Job #	897 - BUSINESS ANALYST, SENIOR
	Performs more complex business process analysis to determine potential needs and works with internal customers to identify changes or improvements to the functionality and efficiency of these processes. Documents business requirements and creates flowcharts. Recommends information technology solutions to meet business needs and coordinates the planning, development, and implementation of these solutions. May train and guide the work of less experienced Business Analysts. Benchmarking guidelines: Job Level: Senior-level. Education: Typically requires a BA/BS or equivalent. Experience: Typically requires 6 or more years of experience analyzing and evaluating business processes.
League Job #	B034 - BUYER/PURCHASING AGENT
CSS Job #	795 - PURCHASING AGENT / BUYER
	Procures equipment, materials, supplies and services for city or county departments through application of a formalized competitive bidding procedure. Develops and approves bid specifications, develops sources of supply, drafts bid documents, conducts formal bid openings, analyzes bids received and makes recommendations for award. Provides product and policy information, resolves complaints, mediates disputes and provides coordination. Position requirements: (1) purchasing experience; (2) journey level; (3) no supervisory responsibilities.
League Job #	B012 - CAPITAL IMPROVEMENT PROJECT MANAGER
CSS Job #	506 - PROJECT MANAGER
	Performs skilled technical and professional work managing capital construction projects. Work involves reviewing construction plans and specifications, developing and monitoring project budgets, and inspecting construction in progress to ensure adherence to plans, specifications and contracts. Responsible for reviewing project bids and making recommendations, reviewing contracts, and conferring with architects, engineers and contractors. This is a FLSA exempt position. MINIMUM QUALIFICATIONS include a bachelor's degree in construction management, civil engineering, or a related field; plus, typically, four(4) to six(6) years experience in construction management or on-site inspections work; or any equivalent combination of training and experience which provides the required knowledge, skills and abilities.
League Job #	B050 - CARPENTER
CSS Job #	607 - CARPENTER
	Performs a variety of journey-level skilled duties related to building maintenance and repair in the skilled trade of carpentry. Builds and repairs a variety of items, such as cabinets, bookcases, tables, installing ceilings, framing walls and dry walling. Reads blueprints and maintains reference files, manuals and inventory records. Estimates costs and amount of materials necessary. This is typically a non-supervisory position and is FLSA Nonexempt. MINIMUM QUALIFICATIONS include graduation from High School or equivalent; plus, typically, two (2) years or more of previous experience in carpentry trades. Certification: no required licenses or certifications. This benchmark excludes positions which work in the specific trade fields of HVAC, electrical, and plumbing.
League Job #	B119 - CHEMIST
CSS Job #	1968 - CHEMIST
	Responsible for implementing and managing monitoring programs, understanding the chemistry of analytical methods, maintaining and updating standard operating procedures, reviewing and evaluating quality control/quality assurance programs, training laboratory staff and performing complex instrumental/chemical/microbiological analyses. Benchmark guidelines: FLSA: Exempt; Education: Bachelor's degree in chemistry, biology or related field; Work Experience: typically, minimum two years of chemical/biological laboratory analysis and environmental monitoring.
League Job #	M10 - CHIEF BUILDING OFFICIAL
CSS Job #	325 - CHIEF BUILDING OFFICIAL
	a. board of adjustment and appeals, b. building code enforcement, c. building maintenance, d. plan review, e. planning commission activities, f. zoning code enforcement.
League Job #	B111 - CHIEF PLANT OPERATOR
CSS Job #	2196 - CHIEF PLANT OPERATOR (WATER & WASTEWATER)
	Acts as lead operator and provides day-to-day instruction and direction for other plant operators in the operation, maintenance and servicing of a water or wastewater treatment facility. Duties may include: (1) conducting physical and chemical tests; (2) completing records and paperwork; (3) budget preparation. FLSA: Nonexempt. MINIMUM QUALIFICATIONS may include a Bachelor's degree in an environmental science; plus, typically, five (5) years Class "A" operating experience and two (2) years in a supervisory capacity. Certification: state Class 'A' treatment plant operator's certificate.
League Job #	P04 - CHILD CARE PROVIDER
CSS Job #	1172 - DAY CARE ATTENDANT
	Under close supervision of the Care Center Director performs child care duties during the general operating hours of the center. Provides a clean, safe and fun nursery environment. Checks infants and children in and out while providing basic child care. Ensures safe play conditions and follows established security procedures when children are checked out. Observes specific parent directions for feeding, nap times, and special needs. Keeps the child care center clean during shifts. Orients parents in regard to policies and procedures of child care center and maintains positive rapport with all parents and patrons. Develops and implements activities for the children and attentively watches and attends to the children. Treats children if hurt and fills out accident reports. Handles complaints and refers comments to proper personnel. Attends a minimum of 10 hours of training each year on workshops or classes on childhood development or child care guidelines/instructions. Performs related duties as required. MINIMUM QUALIFICATIONS may include graduation from High School and must be at least 18 years of age. Some previous Childcare experience desired. Must pass a Background Criminal Investigation check. Must pass a T.B. test. Must be able to obtain American Red Cross First Aid and CPR certifications within 60 days of hire, and keep them current throughout employment. Must be willing and available to work morning, afternoon, evening, weekend, and holiday shifts.
League Job #	B101 - CITY FORESTER
CSS Job #	1190 - URBAN FORESTER
	Responsible for the development, implementation, and management of the City's urban forestry programs. Develop and implement City-wide community education programs. Respond to and investigate complaints of tree or vegetation removal. Plan and present issues, problems, and/or modifications to urban forestry practices to various audiences. Benchmark Guidelines: FLSA: Exempt; Job Level: Supervisor; Education: Bachelor's degree in Urban Forestry, Forestry Horticulture, or Landscape Architecture; Work Experience: typically, two to three years of related work experience; Certification: Certified Arborist. Pest control certification. Colorado department of agri. Pesticide applicators license. Class B Commercial Driver's license or ability to obtain.
League Job #	M07 / S07 - CITY OR COUNTY CLERK
CSS Job #	115 - CITY CLERK
	a. administrative assistant, b. central files, c. elections, d. finance, e. human resources, f. information technology, g. licensing, h. motor vehicle, i. municipal court, j. recording secretary to council, k. treasurer.

League Job # M11 - CITY OR COUNTY ENGINEER

CSS Job # 455 - CITY/COUNTY ENGINEER

a. building inspection, b. construction estimates, c. contract administration, d. contract provisions and specifications, e. design, f. development plan review, g. drafting, h. municipal or county construction inspection, i. Planning, j. plans and specifications, k. records maintenance, l. storm drainage systems, m. surveying, n. traffic engineering.

League Job # S09 - CITY/TOWN CLERK/TREASURER

CSS Job # 120 - CITY CLERK / TREASURER

a. accounting, b. administrative assistant, c. bookkeeping, d. budget, e. central files, f. certified municipal clerk, g. court clerk, h. elections, i. Finance, j. investing, k. licensing, l. municipal records, m. permits, n. treasurer, o. utility billing, p. cemetery plot management and sales.

League Job # M05 / S05 - CITY/TOWN MANAGER

CSS Job # 125 - CITY/COUNTY MANAGER

a. assists in budget development, b. budget officer, c. capital improvement projects, d. city/town administrator, e. conveys council or board/ manager policy direction to municipal departments, f. grant writing, g. investigates citizen complaints, h. performs special projects, i. prepares council or board agenda items, j. prepares reports and analyses for council or board, k. provides information to council or board, l. public information officer, m. public works, n. recording secretary for boards and commissions.

League Job # B020 - CIVIL ENGINEER (EIT)

CSS Job # 470 - ENGINEER-IN-TRAINING (EIT)

Performs professional-level civil engineering work under general supervision. Work may include design, cost estimates, participating in project supervision. Position requirements: (1) bachelor's degree in civil engineering; (2) typically, at least one year engineering experience; (3) engineer-in-training certification.

League Job # B021 - CIVIL ENGINEER (PE)

CSS Job # 475 - ENGINEER II, CIVIL (STAFF)

Serves as project engineer on construction projects, including major storm drainage systems, water lines, irrigation canals, bridges and/or street design projects. Prepares and reviews material and construction specifications, detailed plans and engineering estimates. Performs contract administration. Position requirements: (1) bachelor's degree in civil engineering; (2) registration as a Professional Engineer; (3) excludes positions which have substantial supervisory responsibilities; (4) excludes the top-level engineer in organization.

League Job # B021.55 - CIVIL ENGINEER /SUPERVISOR

CSS Job # 480 - ENGINEERING MANAGER

Supervises a team of civil engineers who design and develop municipal construction projects and are responsible for the environmental health systems and urban planning or renewal. Requires extensive knowledge of city codes and ordinances. Also responsible for preparing proposals, establishing completion dates and cost estimates, and evaluation results. May assist with the budget preparation and management for the Department. A Civil Engineer Supervisor has full authority regarding the team he/she manages and monitors personnel needs as well as schedules staff accordingly. Requires a bachelors degree in civil engineering and four years of experience. May have specializations in structures, hydraulics, transportation systems, sanitation, water utility systems, airports, city planning, environmental protection, construction, engineering mechanics, irrigation and drainage, power, soil mechanics and foundations, and pipeline engineering. Relies on extensive experience and judgment to plan and accomplish goals. Performs a wide variety of tasks. A wide degree of creativity and latitude is expected. Typically reports to the City Engineer.

League Job # B017 - CODE ENFORCEMENT OFFICER I

CSS Job # 330 - CODE ENFORCEMENT OFFICER I

Under general supervision, enforces provisions of the municipal code pertaining to violations of code and/or zoning through inspections and investigations. Investigates reports of violations and/or failure to comply with codes; gathers evidence and makes reports; keeps record of violations and follows up to secure correction of situation. Requires knowledge of ordinances, zoning regulations and/or codes of the municipality. MINIMUM QUALIFICATIONS may include graduation from high school or equivalent; plus typically, two(2)years experience in inspection and/or enforcement work. Position does not include supervisory responsibility and excludes building/construction code inspectors. Duties may include animal control functions.

League Job # B017.5 - CODE ENFORCEMENT OFFICER II

CSS Job # 331 - CODE ENFORCEMENT OFFICER II

Responds to various zoning and business license problems or complaints; evaluates nature of problem and determines conformance to zoning and business ordinances. Inspects businesses or property and evaluates against appropriate ordinance to determine violations and issues violations; initiates sanctions or legal actions for non-compliance. Assists Board of Adjustment by receiving and reviewing applications for adjustments; conducts research on zoning applications; compiles data, makes reports, makes recommendations to planner or Board of Adjustments. MINIMUM QUALIFICATIONS may include graduation from a college or a university with an associate's degree and typically, five to seven (5-7) years of experience in related field or an equivalent combination of education and experience.

League Job # B017.55 - CODE ENFORCEMENT SUPERVISOR/MANAGER

CSS Job # 329 - CODE ENFORCEMENT SUPERVISOR

Performs supervisory and professional technical inspection duties of city/county public works projects, capital improvement projects and subdivision projects to ensure compliance with plans, specifications and construction codes. Plans, directs and organizes the work and evaluates performance of assigned inspection staff; and develops and assesses completion of performance measures, goals and objectives for service delivery. Develops budget recommendations for code enforcement and housing programs. Prepares evidence regarding legal actions for code and housing violations and provides sworn testimony as required. Recommends selection of subordinate staff and provides for their training;recommends disciplinary actions;participates in the continuous improvement of administrative processes. This is a working supervisor position, and will perform the duties of a code enforcement officer. Assists in the development of code enforcement and housing ordinances. Performs a variety of administrative duties associated with managing the code enforcement and housing programs;reviewing and reporting on program activities, actions and accomplishments. Confers with landlords, tenants and property owners to discuss inspection findings, ordinance provisions and department actions;works to resolve issues and concerns that cannot be resolved at subordinate levels, and to identify reasonable solutions for dealing with noncompliance. MINIMUM QUALIFICATIONS include graduation from high school; plus typically, three (3) to five (5) years of experience in municipal services construction, construction inspection work, materials testing, or a closely related field including at least one year of supervisory experience. Must possess a valid Colorado Drivers License. May be required to possess current certifications: AACE Zoning Enforcement Officer, AACE Housing and Property Maintenance Inspector, AACE Code Administrator. Guide for matching: 1) first-line supervisor; (2) not the building inspection supervisor; and (3) may be exempt or non-exempt under FLSA.

League Job # B066.5 - COMMUNICATIONS MANAGER

CSS Job # 2450 - PUBLIC RELATIONS / MARKETING MANAGER

Typically reports to the City Manager or the Assistant City Manager. Responsible for providing development, implementation and leadership in the areas of public relations, marketing, internal and external communications, community outreach and city-wide events. Responsible for developing and implementing a comprehensive and strategic communication and marketing plan designed to broaden the city's outreach to residents, visitors, partnering agencies and current and potential future businesses. Responsible for utilizing various means of communication, including but not limited to press releases, press events, newsletters, brochures, posters, flyers, articles, various social media channels and the city's website. Partners with local agencies to create joint community programming, and acts as a liaison between these agencies and the city. Responsible for maintaining the layout and content of the city's website and other social media pages. Responsible for the extension and protection of the city's brand, and ensures brand consistency throughout the city's various communication channels. Partners with all other departments in planning and creating communications and marketing strategies, as well as advising on brand integrity and consistency. Recommends the annual budget and oversees its administration accordingly. MINIMUM QUALIFICATIONS may include a Bachelor's degree in marketing, journalism, communications or a related field, and typically at least 3 to 5 years experience in a similar or related position.

League Job # M12 / S14 - COMMUNITY DEVELOPMENT DIRECTOR

CSS Job # 335 - COMMUNITY DEVELOPMENT DIRECTOR

a. building code enforcement, b. community development block grant administration, c. current planning/zoning, d. economic development, e. flood plain management, f. historic preservation, g. long-range planning/comprehensive plan, h. low-income housing, i. other housing projects, j. park design, k. urban renewal, l. zoning code enforcement; m.centralized GIS, Transportation, Engineering.

League Job # P05 - CONCESSIONS MANAGER

CSS Job # 1174 - CONCESSIONS MANAGER

Performs journey-level duties related to planning and organizing concessions operations. Coordinates staff scheduling and hiring, maintenance, and general operation of seasonal concession stands and year round concession stands. Maintains inventory and orders supplies. Submit daily cash receipts for deposit. FLISA: Nonexempt. MINIMUM QUALIFICATIONS includes graduation from high school or equivalent; Plus, typically, two (2) years experience working with the public performing above or related duties.

League Job # B018.5 - CONSTRUCTION INSPECTION SUPERVISOR

CSS Job # 2029 - PUBLIC WORKS INSPECTION SUPERVISOR

Performs supervisory and professional technical inspection duties of city/county public works projects, capital improvement projects and subdivision projects to ensure compliance with plans, specifications and construction codes. Coordinates inspection schedules and projects for subordinate inspection staff. Monitors and assures quality of inspections. MINIMUM QUALIFICATIONS include graduation from high school; plus typically, three (3) to five (5) years of experience in municipal services construction, construction inspection work, materials testing, or a closely related field including at least one year of supervisory experience. Guide for matching: 1) first-line supervisor; (2) not the building inspection supervisor; and (3) may be exempt or non-exempt under FLSA.

League Job # B018 - CONSTRUCTION INSPECTOR

CSS Job # 2030 - PUBLIC WORKS INSPECTOR I  
Performs inspections of city/county public works projects. Inspects capital improvement and subdivision projects to ensure compliance with plans, specifications and construction codes. Prepares reports, maintains inspection records, confers with contractors, performs material tests and responds to citizen complaints or inquiries on construction problems. Position requirements: (1) typically, two years construction inspection, surveying, and/or materials testing; (2) no supervisory responsibilities; (3) not a building inspector; (4) journey level.

League Job # M13 - COURT ADMINISTRATOR  
CSS Job # 1030 - COURT ADMINISTRATOR  
Acting as a department head or division manager has responsibility for some or all of the following: a. alternative sentencing program, b. budget estimates & expenditure control, c. communications, information, & public relations, d. court financial administration, e. court of record, f. court procedures administration, g. court records and reports, h. day court, i. driver's school, j. fines/bonds, k. issuance of jury summonses, l. marshal/process serving, m. night court, n. probation, o. Detention.

League Job # B004 - COURT CLERK II  
CSS Job # 1040 - COURT CLERK II  
Under supervision, performs a variety of administrative duties for a municipal court. Duties may include: processing of court filings from date of issue to closing, checking files and driving records for previous violations, typing and filing. May assist in scheduling arrangements and setting court calendars; may handle cash transactions for fines, fees, restitutions and bonds. Position requirements: (1) high school diploma or equivalent; (2) typing and/or computer data entry experience; (3) journey level; (4) must typically, have two (2) years of court clerking experience.

League Job # B003.5 - COURT CLERK I  
CSS Job # 1035 - COURT CLERK I  
Under supervision, performs a variety of entry level administrative duties for a municipal court. Duties may include: processing of court filings from date of issue to closing, checking files and driving records for previous violations, typing and filing. May assist in scheduling arrangements and setting court calendars; may handle cash transactions for fines, fees, restitutions and bonds. Position requirements: (1) high school diploma or equivalent; (2) typing and/or computer data entry experience; (3) entry level; (4) court or customer service experience.

League Job # M13.5 - COURT SUPERVISOR  
CSS Job # 1045 - COURT CLERK SUPERVISOR  
Responsible for the functions of a low-volume municipal court such as processing and preparing required documents and reports, collecting monies, transcribing court proceedings, processing summons, issuing warrants, and maintaining municipal court dockets and permanent files. Responsible for supervision and training of other court personnel; assist in preparation and disbursement of the Court budget. MINIMUM QUALIFICATIONS: Requires HS diploma and typically, 3-4 years court experience.

League Job # B051 / S25 - CREW LEADER  
CSS Job # 1900 - CREW LEADER (PUBLIC WORKS)  
Serves as lead-worker over an assigned group of maintenance workers in streets, parks, or utilities; assigns and monitors work activities; assists in preparation and maintenance of records and reports; trains employees; performs maintenance and repair work; operates vehicles and equipment common to maintenance function. Benchmark guidelines: FLSA: Nonexempt; Job Level: Lead worker; Education: Two years (Associates degree) of college preferred; Work Experience: typically, minimum of two years of related experience; Certification: Requires related certification.

League Job # B052 - CREW SUPERVISOR  
CSS Job # 1902 - CREW SUPERVISOR  
Plans, assigns and reviews work of unskilled, semi-skilled and skilled workers on minor construction projects, maintenance of streets, curbs and gutters. Requires skills and knowledge of construction, maintenance and repair work, and ability to supervise assigned personnel. Benchmark guidelines: FLSA: May be exempt or nonexempt; Job Level: First-level supervisory position; excludes lead-workers and division heads; Education: Two years (Associate degree) of college preferred; Work Experience: typically, a minimum of four years of related experience; typically, two years increasing supervisory experience; Certification: Requires related certification.

League Job # B085 - CRIME ANALYST  
CSS Job # 1605 - CRIME ANALYST/STATISTICIAN  
Research, compiles and analyzes data such as crime reports, census, economic and demographic information, and data from outside agencies to identify and recommend methods to address criminal activity in the city. Provides information to the public and Other: public and law enforcement agencies. Benchmark Guidelines: FLSA: Exempt; Job Level: Journey-level; Education: bachelor's degree preferred; Work Experience: typically, two to three years of experience, crime mapping/GIS experience preferred.

League Job # B086 - CRIME SCENE INVESTIGATOR  
CSS Job # 1606 - CRIME SCENE INVESTIGATOR  
Performs journey-level professional and technical non-sworn law enforcement duties. Collects, processes and analyzes evidence from crime scenes. Searches for, collects, photographs and preserves evidence at the crime scene. Reconstructs crime scene by preparing graphic representations and scale drawings. Evaluates and compares latent fingerprints. Prepares reports or presentations of findings, methods and techniques used to support conclusions and prepares results for court or other formal hearings. May testify as expert witness on evidence or crime laboratory techniques. FLSA: Non-exempt. Reports to Sergeant or other ranking officer. MINIMUM QUALIFICATIONS may include a bachelor's degree in law enforcement, chemistry, laboratory sciences or related field; plus, typically, three (3) to five (5) years of related experience.

League Job # B064 - CULTURAL EVENTS COORDINATOR  
CSS Job # 155 - CULTURAL ARTS / EVENTS COORDINATOR  
Responsible for the development and scheduling of programs and events, but not to include recreation events and programs. Provides input and coordinates marketing efforts for upcoming events, exhibits and programs. Serves as the primary liaison for all outside event producers and other groups. Benchmark guidelines: FLSA: Exempt; Job Level: Journey-level; Education: bachelor's degree in communications, marketing or public relations; Work Experience: typically, two to three years of related experience.

League Job # B053.5/S26.5 - CUSTODIAL SUPERVISOR  
CSS Job # 605 - BUILDING CUSTODIAN / SUPERVISOR  
Supervises, coordinates and assists when necessary in custodial/janitorial work. Trains, evaluates and schedules assigned custodial staff. Inspects facilities to determine cleaning needs. Schedules preventive cleaning; coordinates contracted custodial resources, including determining needs for service. May order custodial materials, supplies and equipment. MINIMUM QUALIFICATIONS: High school diploma or GED equivalent and typically, at least four years of custodial experience including at least one year of supervisory experience. Guide for matching: 1) first-line supervisor; (2) does not supervise HVAC or building maintenance staff; and (3) non-exempt under FLSA.

League Job # B053 / S26 - CUSTODIAN  
CSS Job # 600 - BUILDING CUSTODIAN  
Perform custodial work, including washing windows, dusting tables and chairs and cleaning bathrooms. Sweeps, mops, strips and waxes floors; vacuums carpets; empties trash containers; etc. Benchmark guidelines: FLSA: Nonexempt; Job Level: Entry-level; Education: High School preferred; Work Experience: Related experience preferred.

League Job # B043.3 - DATABASE ADMINISTRATOR  
CSS Job # 851 - DATABASE ADMINISTRATOR  
Responsible for installation of the database software, new releases and upgrades, and supporting products. Creates and manages multiple databases, tablespaces and indexes. Performs database administration and technical duties including daily monitoring, tuning, diagnosis, and resolution of problems with the databases. Maintains a backup and recovery strategy for all databases. Assists in establishing database standards and procedures. Education Level: Bachelor's degree or equivalent.

League Job # B043.4 - DATABASE ADMINISTRATOR, SENIOR  
CSS Job # 846 - DATABASE ADMINISTRATOR, SENIOR  
Fully responsible for installation of the database software, new releases and upgrades, and supporting products. Creates and manages multiple databases, tablespaces and indexes. Maintains databases up to current security standards. May direct other positions within database administration in more advanced database management procedures and diagnostics. Monitors, tunes, diagnosis, and resolves problems of the databases and their performance. Develops and maintains a backup and recovery strategy for all databases. Establishes database standards and procedures. Education Level: Bachelor's degree or equivalent database management certification. Experience Level: five years experience with administering relational database technology.

League Job # P06 - DAY CAMP AIDE  
CSS Job # 1173 - DAY CAMP AIDE  
Performs entry-level routine organization and instruction duties in leading recreation activities for children ages 6-12, including sports programs, learning exercises, group games, etc. FLSA: Nonexempt. MINIMUM QUALIFICATIONS includes sufficient education training and experience to demonstrate an aptitude and ability to perform assigned duties. Must be able to obtain first aid/CPR certification and/or Automatic Emergency Defib. Must be 16 years of age or older.

League Job # P07 - DAY CAMP DIRECTOR

CSS Job # 1169 - DAY CAMP DIRECTOR

Performs journey-level, general administrative duties related to planning, organizing and coordinating summer day camp programs. Must demonstrate ability to work well with children ages 6-12. FLSA: Nonexempt. MINIMUM QUALIFICATIONS typically, includes two (2) years of related experience. Must obtain first aid/CPR certification and/or Automatic Emergency Defib. Must be 21 years of age.

League Job # M06 - DEPUTY CITY MANAGER

CSS Job # 105 - ASSISTANT GENERAL MANAGER

NOT second in command a. budget officer, b. finance, c. grants, d. human resources, e. information technology, f. interdepartmental coordination, g. intergovernmental relations/legislative affairs, h. negotiator, i. planning/community development, j. public relations/information, k. purchasing, l. risk management, m. special projects, See Assistant City Manager. Do not match M06 and M09 to the same person.

League Job # B005 / S08 - DEPUTY CITY OR COUNTY CLERK

CSS Job # 169 - DEPUTY CITY CLERK

Responsible for the preparation of council agenda and planning calendars; assists in the procedures for liquor, arcade and other general licensing including initial application and renewals; assists city or county clerk in municipal or county election processes; records official city or county documents; attends city council or county commissioner meetings and prepares summary minutes and verbatim transcripts; acts as city or county clerk in his/her absence. Position requirements: (1) high school diploma or equivalent; (2) typically, five years of progressively responsible experience in secretarial and administrative work, with two years in municipal experience.

League Job # B087 - DETENTION OFFICER

CSS Job # 1590 - CORRECTION OFFICER I

Monitors prisoner entry and departure from the jail; processes incoming prisoners, including photographing, finger printing, inventory and storing prisoner's property; and operates control panels and monitors video equipment to ensure the safety and security of the detention facility and physically subdues violent prisoners. Benchmark Guidelines: Education: high school diploma or equivalent; Work Experience: typically, three years corrections/law enforcement experience; Other: non sworn position; ability to carry firearm.

League Job # B076.5 - DISPATCH MANAGER

CSS Job # 1639 - DISPATCH MANAGER

Under general supervision of the Deputy Police Chief, this administrator position is responsible for leadership, management, planning, supervision and operation of the Public Safety Communications Center (PSCC), including enhanced 911 (E911), police and fire dispatch. The administrator works as a staff liaison to an advisory board representing user departments of the communication system. Responsible for the overall leadership and management of Police and Fire Emergency Communications Center including the direction, administration and overall design, configuration and operation of the Computer Aided Dispatch (CAD) system, E911 phone system and oversee the administration and maintenance of the radio system. Works cooperatively with staff from the Police and Fire Departments and other related departments to coordinate and manage the PSCC staffing, training, operational activities, functions and services for assigned personnel. Works to resolve operational, technical and personnel related problems. Manages, supervises, appraises, and directs the activities of assigned staff; and makes recommendations regarding hiring, discipline and advancement of employees. Develops and manages annual PSCC budget, tracks and monitors expenditures and allocated funds. Develops, implements and maintains policies, procedures, guidelines and protocols which provide for the effective and efficient operation of the PSCC and the delivery of emergency communications services to the citizens. Develops a long-term communications plan. Ensures compliance with policies, procedures and laws applicable to the operation of the PSCC, to include Federal Communications Commission (FCC) code and regulations.

League Job # B076 - DISPATCH SUPERVISOR

CSS Job # 1645 - DISPATCH SUPERVISOR

Supervises police 911 call takers and dispatchers; audits and spot checks data entry and monitors radio and telephone communication; assists in analyzing procedures, forms and systems to identify problems and propose solutions; develops shift schedules and work assignments; performs dispatch duties as necessary; utilizes various computer databases and systems; provides service to citizens and police officers; handles sensitive information. Benchmark Guidelines: FLSA: Non-exempt; Job Level: First-level supervisor; Reports to: a commander; civilian position; Education: Associates preferred; Work Experience: typically, three to five years dispatch experience with some supervisory experience.

League Job # B022 - DRAFTING TECHNICIAN

CSS Job # 465 - DRAFTING TECHNICIAN

Under supervision, performs technical and skilled drafting work of paraprofessional engineering nature in drawing ground plans, maps, cross-sections from field data; computes grades; draws charts; may use computer-aided drafting systems. Position requirements: (1) high school diploma or equivalent and specialized training; (2) typically, two years previous drafting experience.

League Job # M14 - ECONOMIC DEVELOPMENT MANAGER

CSS Job # 350 - ECONOMIC DEVELOPMENT DIRECTOR

a. access to capital, b. annexations, c. assist developers with infrastructure development and expansion, d. business retention, e. businesses expansion, f. enterprise zone coordination, g. liaison with state, regional, and county economic development organizations, h. marketing and advertising, i. new business development, j. provide demographic information to public and private sectors, k. real estate searches for new and expanding businesses, l. training assistance for businesses, m. URA and other redevelopment/revitalization efforts.

League Job # B130 - ECONOMIC DEVELOPMENT SPECIALIST

CSS Job # 343 - ECONOMIC DEVELOPMENT SPECIALIST

Performs administrative, technical and analytical duties related to soliciting, attracting, and securing new and expanded retail, commercial, office, and industrial developments and tenants and supporting efforts to retain existing businesses. Researches, updates, and maintains information on local businesses including demographics, and information about local real estate. Disseminates pertinent information to local businesses, prospects, and individuals. Tracks, updates, analyzes and responds to demographic, economic and industry-specific inquiries. Contacts new businesses to market economic development services; conducts needs assessment. Develops and implements marketing programs aimed at existing business opportunities. Develops marketing strategies with members of the business community to promote programs, services and assistance available to new/existing businesses. Job Level: Journey level. Education Level: Bachelor's degree. Experience Level: typically, three years of experience in economic development, redevelopment and/or economic vitality.

League Job # M15 - ELECTRIC UTILITY DIRECTOR

CSS Job # 2525 - DIRECTOR / POWER UTILITY

a. construction, b. contract administration, c. design, d. electric production, e. electric transmission and distribution, f. engineering, g. maintenance, h. meters and services, i. purchasing/materials management, j. rate structure, k. ELECTRIC DISTRIBUTION, l. ELECTRIC GENERATION.

League Job # B053.8 - ELECTRICIAN, JOURNEY/ FACILITIES

CSS Job # 615 - ELECTRICIAN, JOURNEY/ FACILITIES

Performs journey level electrician duties as needed to assure proper operations of all facilities. Monitors and maintains electrical services to assure safety and functionality; determines demand and electrical needs specific to various operations environments; receives notification of power issues, locates and determine causes of malfunctions or outages; tests and repairs various components of the power supply system; tests and repairs electrical equipment. Provides electrical repair services for small motors, equipment, light fixtures, buffers, and custodial equipment, etc., as requested by supervisor; repairs electrical components to P.A. Systems, alarm systems, lighting, electrical fixtures and interior electrical lines; etc. Monitors special needs environments, i.e., computer locations, designs and lays out electrical projects; installs extensions, lines, plugs, jacks and related devices as required. Conducts ongoing electrical inspections of electrical system and services; troubleshoots electrical system generators, heaters, motors, etc.; evaluates electrical emergencies, trouble shoots as able or secures assistance from outside vendors or community power utility. Oversees emergency backup power system to assure uninterrupted access and operation of telecommunication and data management systems. Minimum Qualifications may include graduation from high school, four to five (4-5) years of experience and state certification as a journey level electrician or an equivalent combination of education and experience.

League Job # B053.7 - ELECTRICIAN, MASTER/ FACILITIES

CSS Job # 614 - ELECTRICIAN, MASTER/ FACILITIES

Performs as a master electrician in the installation, maintenance and repair of electrical wiring systems, controls, and machinery as needed to assure proper operations of all facilities. Monitors and maintains electrical services to assure safety and functionality; determines demand and electrical needs specific to various operations environments; receives notification of power issues, locates and determine causes of malfunctions or outages; tests and repairs various components of the power supply system; tests and repairs electrical equipment. Provides electrical repair services for small motors, equipment, light fixtures, buffers, and custodial equipment, etc., as requested by supervisor; repairs electrical components to P.A. Systems, alarm systems, lighting, electrical fixtures and interior electrical lines; etc. Monitors special needs environments, i.e., computer locations, designs and lays out electrical projects; installs extensions, lines, plugs, jacks and related devices as required. Conducts ongoing electrical inspections of electrical system and services; troubleshoots electrical system generators, heaters, motors, etc.; evaluates electrical emergencies, trouble shoots as able or secures assistance from outside vendors or community power utility. Oversees emergency backup power system to assure uninterrupted access and operation of telecommunication and data management systems. MINIMUM QUALIFICATIONS may include graduation from high school, six to eight(6-8) years of experience and state certification as a masterlevel electrician or an equivalent combination of education and experience.

League Job # B077 / S19 - EMERGENCY SERVICES DISPATCHER

CSS Job # 1655 - DISPATCHER II

Performs all emergency-dispatching functions for the police and/or fire department. Operates two-way radio/telephone communications equipment and computer terminals. Benchmark Guidelines: FLSA: Non-exempt; Reports to: Dispatch Supervisor; Education: High school diploma; Work Experience: Customer service experience preferred; Certification: EMD preferred; Other: civilian, non sworn position.

League Job # B023 - ENGINEERING TECHNICIAN

CSS Job # 485 - ENGINEERING TECHNICIAN

Performs journey-level technical and paraprofessional engineering work in the evaluation, design, construction and project management phases of public works and utility projects. Position requirements: (1) typically, minimum of two years experience; (2) non-degreed; (3) nonexempt under FLSA.

League Job # B047.5 - ENTERPRISE SOFTWARE ARCHITECT

CSS Job # 861 - ENTERPRISE SOFTWARE ARCHITECT

Provides leadership in defining and establishing technology and software application development strategy and methodology. Analyzes agency business needs and processes and overall needs with regard to application development. Conducts research and leads software development regarding industry best practices, emerging technologies, and tools for software development. Reviews and recommends systems design for software solutions, including application architecture, database design, and graphical user interface. Participates in the preparation and evaluation of various requests for proposal for software solutions and in vendor selections; ensures solutions meet technical and functional specifications, comply with enterprise architecture standards, and align with industry best practices. Collaborates with other enterprise system architects in strategic planning for the entity's information technology. Provides consultative advice to enterprise architecture domain teams in development of technology standards. Leads and/or assists in proof of concepts for technical proposals and evaluations. Supervises software architecture staff; provides mentorship to software developers. MINIMUM QUALIFICATIONS may include a bachelor's degree in computer science or related field; plus, typically five to seven years experience in complex computer programming and systems analysis and implementation, or an equivalent combination of education, training and experience.

League Job # B055 - EQUIPMENT OPERATOR

CSS Job # 1905 - EQUIPMENT OPERATOR

Operates a variety of light- to medium-sized equipment, such as tandem dump trucks, small loaders, water tank trucks, backhoes, tractors, rollers, etc. Loads and unloads trucks; attaches trailers, mowers and other tow-able equipment; services and maintains assigned equipment. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-Level; Education: High School Diploma or equivalent; Work Experience: typically, minimum two years of related experience; Certification: CDL required and other related certification.

League Job # B056 - EQUIPMENT OPERATOR/ HEAVY

CSS Job # 1925 - HEAVY EQUIPMENT OPERATOR

Operates heavy construction equipment such as bulldozer or similar track-type tractor, grade or power blade, asphalt roller, trenching machine, gravel screening plant, group machine, loaders and other various pieces of earth-moving equipment. Benchmark guidelines: FLSA: Nonexempt; Job Level: May act as Lead worker; Education: High School Diploma or equivalent; Work Experience: typically, minimum three years of experience; Certification: CDL required and other related certification.

League Job # B088 - EVIDENCE CUSTODIAN

CSS Job # 1670 - EVIDENCE TECHNICIAN

Responsible for the security and maintenance of police evidence or found property; ensures evidence and property is correctly packaged, secured and protected; maintains complete chain of evidence; maintains accurate records of evidence inventoried; maintains security of evidence storage areas; testifies in court as necessary; maintains an on-call status for evidence storage. Benchmark Guidelines: Education: high school diploma or equivalent; Work Experience: typically, two years experience in records management, inventory control or related field.

League Job # B006.5 - EXECUTIVE SECRETARY TO THE CITY MANAGER

CSS Job # 176 - EXECUTIVE STAFF ASSISTANT

To perform a variety of highly responsible, complex and confidential secretarial and administrative duties in support of the City Manager's Office; to coordinate and participate in office support functions in support of the goals and objectives of the City Manager's Office; and to serve as a liaison between the City Manager's Office and other City staff, outside agencies and the general public. Operates with great latitude for independent judgment and initiative. Requires broad knowledge of operations and policy, and a high level of experience, discretions and technical skill. Reports directly to the City Manager.

League Job # B006 - EXECUTIVE/ADMINISTRATIVE ASSISTANT

CSS Job # 2300 - ADMINISTRATIVE ASSISTANT/SECRETARY

Performs tasks requiring knowledge of policies and procedures and uses independent judgment. Performs as sole or lead secretary for department, including critical, complex or sensitive public contact and/or council/board contact. Acts as departmental information resource and resolves problems independently. May report to department/division head. May coordinate department administrative staff. Position requirements: (1) high school diploma or equivalent; (2) skilled position; 60 wpm, and secretarial and/or office management experience; (3) exclude secretaries to the city/town or county manager unless the position is in the same job classification as a department head secretary; (4) nonexempt under FLSA.

League Job # B113A - FACILITIES MANAGER

CSS Job # 645 - PUBLIC FACILITIES MANAGER

Performs various administrative, supervisory and managerial duties as needed to plan, organize, and supervise comprehensive facilities management services. Provides professional and technical staff assistance. Supervises and directs assigned maintenance and custodial staff. Exempt position. MINIMUM QUALIFICATIONS: Requires bachelor's degree and typically, 6 years of experience involving repair and maintenance of complex structured facilities, including supervising general construction work.

League Job # B102 - FACILITY ASSISTANT

CSS Job # 619 - FACILITIES ASSISTANT

Coordinates and assists in the setup of equipment and rooms for facility programs and events. May provide support to the front desk operations during periods of intense facility use. Inventories and requisitions needed equipment and supplies such as audio-visual aids, music stands, chairs and custodial supplies. Performs or schedules equipment and building maintenance and custodial services. Monitor recreational activities and business transactions. Position may resolve any staff, guest and facility space conflicts. Schedules employees and may oversee work of temporary employees. Provide customer service such as confirming contract details, making needed changes and answering questions. Benchmark Guidelines: FLSA: Nonexempt; Job Level: Entry-level to journey level; Education: High school diploma or GED; Work Experience: typically, one to two years of related experience; Certification: Ability to obtain first aid/CPR certification and/or Automatic Emergency Defib. Valid Colorado Driver's license.

League Job # M16 - FINANCE DIRECTOR

CSS Job # 780 - FINANCE DIRECTOR

a. administrative services, b. budgeting, c. central accounting, d. central stores, e. city or county clerk, f. grants, g. human resources, h. information technology, i. internal auditing, j. investments, k. payroll, l. purchasing, m. risk management, n. sales tax auditing, o. treasurer, p. utility accounting & billing.

League Job # B078 - FIRE BATTALION CHIEF

CSS Job # 1545 - FIRE BATTALION CHIEF

Commands one fire suppression shift of multiple stations (whole department or district as applicable). Responsible for all emergency operations, inspections, maintenance and administration of those stations on shift. At emergency scenes, serves as incident commander unless relieved by higher authority. May be responsible for staff training. Benchmark Guidelines: FLSA: Exempt; Job Level: Manager; Reports to: Assistant Deputy/Division Chief; Education: BA preferred; Work Experience: typically, eight to ten years of related experience, Progressively responsible supervisory experience; Certification: Various EMS, paramedic, or fire certification preferred.

League Job # B079 - FIRE CAPTAIN

CSS Job # 1675 - FIRE CAPTAIN

Supervises multiple engine companies and commands one company in multi-company station on assigned shift. Responsible for emergency operations, inspections, staff training, maintenance and administration of station on shift. At emergency incident scene, coordinates suppression and rescue companies unless relieved by higher authority. Benchmark Guidelines: FLSA: Non-exempt; Job Level: Supervisor; Reports to: Battalion Chief; Education: Associate degree preferred; Work Experience: typically, eight to ten years progressive supervisory experience; Certification: Various EMT, firefighting, paramedic certification.

League Job # M17 - FIRE CHIEF

CSS Job # 1680 - FIRE CHIEF

a. ambulance, b. arson investigation, c. budget, d. emergency preparedness/management, e. emergency preparedness, f. fire code inspection, g. fire investigation and analysis, h. fire prevention, i. fire safety education, j. hazardous materials handling, k. management, l. paramedic (EMT program) training. Benchmark Guidelines: FLSA: Exempt; Job Level: Department head; Reports to: City Manager; Education: BS required, master's preferred; progressive supervisory experience.

League Job # B080 - FIRE DIVISION CHIEF

CSS Job # 1681 - FIRE DIVISION CHIEF

Under the direction of the fire chief generally serves as commander of a division or major bureau of the fire department. Plans and supervises the operational activities and services of that division. Participates in the preparation and control of the department budget and in the development and enforcement of policies. Benchmark Guidelines: FLSA: Exempt; Job Level: Division head; Reports to: Fire Chief; Education: Bachelors preferred; Work Experience: typically, ten to fifteen years progressive responsible supervisory experience; Certification: Various EMT, firefighting, paramedic certification.

League Job # B081 - FIRE ENGINEER  
CSS Job # 1685 - FIRE ENGINEER  
Under the general supervision of a fire company commander (e.g., lieutenant or captain), operates a pump or ladder truck or other fire department vehicles. Benchmark Guidelines: FLSA: Non-exempt; Job Level: Journey-level; Reports to: Lieutenant/Captain; Education: Associates preferred; Work Experience: typically, two to three years of experience as a Firefighter; Certification: Various EMT, firefighting, paramedic certification.

League Job # B082 - FIRE LIEUTENANT  
CSS Job # 1711 - FIRE LIEUTENANT  
Under the general supervision of an administrative superior (e.g., captain), commands a fire company (e.g., engineer, firefighters) and is in charge of a pump or ladder truck. Benchmark Guidelines: FLSA: Non-exempt; Job Level: First-line Supervisor; Reports to: Captain or Battalion Chief; Education: Associate degree preferred; Work Experience: typically, five or more years of experience; Certification: Various EMT, firefighting, paramedic certification.

League Job # B083 - FIREFIGHTER  
CSS Job # 1695 - FIRE FIGHTER II/EMT ADVANCED  
Under supervision, controls and extinguishes fires for the preservation of life and property. Participates in fire prevention activities; maintains apparatus, quarters, buildings, equipment and grounds as directed. Benchmark Guidelines: FLSA: Non-exempt; Job Level: Entry-level to Journey-level; Reports to: Lieutenant.; Certification: Various EMT, firefighting, paramedic certification.

League Job # B084 - FIREFIGHTER/PARAMEDIC  
CSS Job # 1667 - EMERGENCY MEDICAL PARAMEDIC  
Under the supervision of a lieutenant, receives dispatch to proceed to an emergency situation, observes the condition of a patient, and identifies diagnostic signs and symptoms, seeks technical guidance of an emergency room physician prior to rendering treatment, and administers emergency care as determined necessary. Conforms to accepted emergency medical techniques and practices and specific guidelines regulating operation of emergency vehicles. Benchmark Guidelines: FLSA: Non-exempt; Job Level: Entry-level to Journey-level; Reports to: Fire Lieutenant/Captain; Education: Associates preferred; Certification: Various EMT, firefighting, paramedic certification; Other: sworn position.

League Job # P08 - FITNESS INSTRUCTOR (CERTIFIED)  
CSS Job # 1176 - FITNESS INSTRUCTOR (CERTIFIED)  
Performs journey-level duties related to providing instruction in fitness programs such as high/low aerobics, step training, aqua aerobics, and weight training. Develop class content appropriate to the course description and level. FLSA: Nonexempt. MINIMUM QUALIFICATIONS does not include previous experience or a specific academic credential. Position may require certification in first aid/CPR and/or Automatic Emergency Defib. Must become certified by the American Council on Exercise or Aerobic Fitness Association of America.

League Job # P09 - FITNESS INSTRUCTOR (NON-CERTIFIED)  
CSS Job # 1177 - FITNESS INSTRUCTOR (NON-CERTIFIED)  
Provide instruction in fitness programs such as high/low impact aerobics, step training, aqua aerobics, and weight training. Develop class content appropriate to the course description and level. Does not require certification from the American Council on Exercise or Aerobic Fitness Association of America. Benchmark Guidelines: FLSA: Nonexempt; Job Level: Entry-level; Work Experience: No previous experience necessary; Certification: Ability to obtain first aid/CPR certification and/or Automatic Emergency Defib.

League Job # B129 - FLEET MAINTENANCE SUPERVISOR  
CSS Job # 2055 - SHOP SUPERVISOR  
Supervises full-time fleet maintenance staff. Schedule and directly supervise the preventative maintenance, unscheduled maintenance and major repairs and modifications to entire City fleet. Works with City departments, as well as vendors, to determine needs and specifications for purchasing of fleet vehicles to meet the needs of departments. Maintains appropriate parts inventory to ensure effective support of fleet repairs. Oversees budget. Benchmark guidelines: FLSA: Exempt; Education: High School Diploma or equivalent; Work Experience: Five years experience in fleet environment, preferably with supervisory experience. Certification: Requires CDL or other related certification. Requires ASE Certifications.

League Job # M18 - FLEET MANAGER  
CSS Job # 1915 - FLEET MANAGER  
a. alternative fuels program, b. annual budget preparation, c. automotive repair, d. cost-effective vehicle use analysis, e. fuel system billing, f. fuel systems maintenance, g. hazardous material disposal, h. heavy equipment repair, i. light equipment repair, j. motor pool, k. new equipment purchases, l. new vehicle purchases, m. preventive maintenance programs, n. vehicle life-cycle costing, o. vehicle specifications, p. vehicle/equipment replacement fund management, Q. oversees public safety/protective services vehicles. FLSA: Exempt; Job Level: Supervisor; Reports to: Department Head; Education: Bachelors is preferred; Work Experience: typically, minimum of five years experience including two years in a supervisory capacity; Certification: ASE or related certification.

League Job # B054.5 - FLEET MECHANIC I  
CSS Job # 1995 - MECHANIC, APPRENTICE  
Performs entry-level mechanic work on automobiles and/or maintenance equipment. Benchmark guidelines: FLSA: Nonexempt; Job Level: Entry-Level; Education: High School Diploma or equivalent; Certification: Requires CDL or other related certification. May require ASE Certifications.

League Job # B054 - FLEET MECHANIC II  
CSS Job # 2000 - MECHANIC, JOURNEY  
Performs journey-level mechanic work on automobiles and/or construction and maintenance equipment, including loaders, backhoes, graders, bulldozers, tandem trucks and other equipment. May include maintenance on emergency service vehicles. Diagnoses, overhauls, adjusts, maintains and performs major repairs on heavy and diesel equipment. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-Level; Education: High School Diploma or equivalent; Work Experience: typically, minimum of two years of experience; Certification: Requires CDL or other related certification. Requires ASE Certifications.

League Job # B128 - FLEET MECHANIC, LEAD  
CSS Job # 2001 - MECHANIC, MASTER  
In addition to performing the work of a Mechanic, Journey, assigns tasks, and inspects work of other mechanics. Assists supervisor with hiring, training, and performance evaluations. Benchmark guidelines: FLSA: Nonexempt; Education: High School Diploma or equivalent; Work Experience: typically, three to five years experience; Certification: Requires CDL or other related certification. Requires ASE Certifications.

League Job # B038 - GIS SPECIALIST  
CSS Job # 505 - GIS SPECIALIST III  
Designs, builds and maintains GIS applications including database design, data maintenance, research and mapping analysis; maintains hardware and software related to GIS. Advises users on application of GIS; trains users in the use of specialized software. Benchmarking guidelines: Job Level: Journey; Education: Bachelor's degree in geography, computer science or related field; Work Experience: typically, two years related experience in computer applications and project implementation involving mapping, graphics, database design and administration; or an equivalent combination of education, training and experience.

League Job # B039 - GIS SUPERVISOR/MANAGER  
CSS Job # 490 - GIS ADMINISTRATOR  
Manage the day-to-day operations of the GIS group, including supervision of staff, in providing departments a wide variety of GIS technical service support. Makes personnel assignments; determines, oversees and reviews ongoing GIS programs and projects related to designing, implementing and/or updating software and information. Benchmark guidelines: FLSA: Exempt; Job Level: Supervisor; Education: Bachelor's degree in geography, computer science or related field; Work Experience: typically, four to six years related experience in GIS applications and project implementation, or an equivalent combination of education, training and experience, and demonstrated supervisory and management skills.

League Job # B040 - GIS TECHNICIAN  
CSS Job # 495 - GIS SPECIALIST I  
Produces automated maps and maintains the geographical database; performs data entry and updates, edits and annotates digitized data to create a final map product. Performs records research as necessary; prepares reports and presentations. Benchmark guidelines: FLSA: Nonexempt; Job Level: Entry-level; Education: High school diploma or equivalent experience, supplemented by college or technical training in a related field; Work Experience: typically, two years of GIS-related experience, or an equivalent combination of education, training and experience.

League Job # B103 - GOLF COURSE SUPERINTENDENT  
CSS Job # 1195 - GOLF COURSE SUPERINTENDENT  
Plans, coordinates and executes the golf course maintenance program. Assigns and dispatches appropriate personnel and equipment and monitors activities. Supervise maintenance crews. Benchmark Guidelines: FLSA: Exempt; Job Level: Supervisor; Education: Bachelor's degree in horticulture, agronomy, turf management or related field; Work Experience: typically, five years golf

course operational experience; two years crew supervisory experience; Certification: Ability to obtain Pesticide applicators license, certified golf superintendent certification.

League Job # P10.5 - GOLF MARSHALL/ GUEST SERVICES

CSS Job # 1202 - GOLF MARSHALL/ GUEST SERVICES

Performs entry-level, routine functions. Handles cart/range ball duties, player assistance, and starter assistance. Schedule tee times and maintains a pre-determined pace of play. Drives golf cart from tee to tee to monitor play and assure standard game courtesies are extended by players. Perform public relations and customer service functions. FLSA: Nonexempt. MINIMUM QUALIFICATIONS do not require academic credentials. Sufficient education, training and experience to demonstrate an aptitude and ability to perform above and related duties. Some knowledge of golf preferred. Previous customer service skills helpful.

League Job # P10 - GOLF PRO SHOP SPECIALIST

CSS Job # 1201 - GOLF PRO SHOP SPECIALIST

Performs entry-level customer service and public relations duties. Works the counter at the golf course pro shop. Handles merchandise and acts as cashier collecting monies. Perform and customer service functions. May schedule and act as lead-person over other seasonal workers. MINIMUM QUALIFICATIONS may include graduation from high school or equivalent; plus sufficient experience to demonstrate some knowledge of golf, cashing and retailing. Customer service skills helpful.

League Job # B104 - GOLF PROFESSIONAL

CSS Job # 1200 - GOLF PRO

Golf course manager of clubhouse operations including pro shop management and cash control, driving range operations, tournament operations and daily play. Provide leadership and supervision of the golf instructional programs, including junior golf. Benchmark Guidelines: FLSA: Exempt; Job Level: Supervisor; Education: Bachelor's degree or graduation from a four-year college or university with major course work in business or related field.; Work Experience: typically, three to five years of experience as a golf professional or assistant golf professional with experience in pro shop operations; Certification: Class A PGA membership in good standing or equivalent.

League Job # P11 - HEAD ATHLETIC COACH

CSS Job # 1213 - HEAD ATHLETIC COACH

Performs journey-level duties related to planning and organizing season meet/practice schedule with coordinator/supervisor. Develops practice plans. Conducts practice and meets and supervises participants. Ability to organize practice sessions for all ages and skill levels. Takes attendance, completes paperwork, recruits volunteers and practices emergency/injury first aid. FLSA: Nonexempt. MINIMUM QUALIFICATIONS require knowledge of rules and policies specific to the specific sport and sufficient experience to demonstrate an aptitude and ability to perform above duties. Must be able to obtain first aid/CPR certification and/or Automatic Emergency Defib.

League Job # B042 - HELP DESK MANAGER/SUPERVISOR

CSS Job # 868 - HELP DESK MANAGER/SUPERVISOR

Performs managerial duties with responsibility of managing all procedures related to the identification, prioritization, and resolution of end user technical support requests, including but not limited to, the coordination of computer service desk functions, software and hardware troubleshooting, and low-to-mid level infrastructure problems. Supervises help/support desk staff. Monitors all incoming work requests, incident tickets, and status checks by customers via a ticketing system. Benchmark: First-Line Supervisor. Education: Typically requires a BA/BS or equivalent. Experience: Typically, at least three years experience supervising technical support and service desk professionals.

League Job # B041 - HELP DESK TECHNICIAN

CSS Job # 869 - HELP DESK TECHNICIAN

Perform administrative and technical work in providing support and maintenance for all of the agency's networked personal computers, laptop computers and applications. Performs level one PC hardware, peripheral and software support in a networked environment. Strong internal customer service skills. Benchmark guidelines: Job Level: Journey-level; Education: high school diploma or equivalent; Work Experience: typically, two years PC troubleshooting experience and customer service experience.

League Job # M14.5 - HOMELESS NAVIGATOR

CSS Job # 1457 - HOMELESS NAVIGATOR

Responsible for navigation efforts in assisting citizens experiencing homelessness, including offering resources and strategic referrals for individuals and families in need of services and support, advocacy and extensive independent review of clients' needs in support of successful exiting from homelessness. Strong knowledge of resources available and capability to provide access to services offered by municipal, county, non-profit, and faith-based systems otherwise unattainable by client efforts alone. Non-supervisory non-exempt position. MINIMUM QUALIFICATIONS include Bachelor's degree in social work or related field and 3-5 years' experience.

League Job # B070 - HR ANALYST I

CSS Job # 185 - HUMAN RESOURCE ANALYST I

Performs professional personnel tasks under general supervision. Recruits, screens and interviews job applicants. Researches statistical or policy questions, analyzes data and prepares reports. May perform job audits and recommend salary levels. Assists in contract negotiations and in the resolution of employee problems. Assists with the development and implementation of new programs, policies and procedures. Benchmark guidelines: FLSA: Exempt; Job Level: Journey-level; Education: bachelor's degree; Work Experience: typically, two years experience.

League Job # B071 - HR ANALYST II

CSS Job # 190 - HUMAN RESOURCE ANALYST II

Performs professional human resources tasks independently with little intervention required from supervisor. Recruits, screens and interviews job applicants. Researches statistical or policy questions, analyzes data and prepares reports. Performs job audits and recommends salary levels. Assists with contract negotiations and resolves employee problems. Develops and implements new programs, policies and procedures. May assign tasks to administrative staff. Benchmark guidelines: FLSA: Exempt; Job Level: Lead/Senior worker; Education: Bachelor's degree in related field; Work Experience: typically, three or more years of related experience; Certification: Preferred PHR or SPHR (Professional Human Resources or Senior).

League Job # B069 - HR TECHNICIAN

CSS Job # 200 - HUMAN RESOURCE TECHNICIAN

Provides support and technical assistance to human resource professionals in areas of personnel and recordkeeping. May be responsible for human resources information systems data entry and reports. Typical duties may include compiling personnel statistics, maintaining records of employment activity and assisting in employment test administration. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-level; Education: High school diploma with some college preferred; Work Experience: typically, two years of related experience.

League Job # M19 - HUMAN RESOURCES DIRECTOR

CSS Job # 195 - HUMAN RESOURCE DIRECTOR

a. administration of self-insurance plan, b. employee relations/investigations and compensation analysis, legal, volunteer coordination and regulatory compliance c. city- or county-wide human resources cost reports, d. employee assistance programs, e. fringe benefit administration, f. human resources recruitment, g. job classification, h. meet and confer, i. payroll, j. risk management, k. safety, l. salary administration, m. test validation, n. training/Organizational Development, p. union contract negotiation, o. wellness programs, p. workers' compensation administration.

League Job # M19.5 - HUMAN RESOURCES MANAGER

CSS Job # 181 - HUMAN RESOURCES MANAGER

Manages and participates in the planning, developing, recommending, and implementing human resources activities, policies, procedures, and programs for an organization. This position reports directly to the Human Resource Director or Director of Administration and should have HR generalist knowledge, and be versed in several of the following areas: the areas of benefits, workforce planning, recruitment and staffing, wage and salary administration, employee relations, and workforce development. This position is exempt and typically supervises one or more non-exempt or exempt professionals. Work experience: typically, three or more years of related experience; Certification: Preferred PHR or SPHR (Professional Human Resources or Senior Professional Human Resources), and Bachelor's Degree or equivalent HR Experience.

League Job # B046.8 - INFORMATION SECURITY MANAGER

CSS Job # 882 - INFORMATION SECURITY MANAGER

Manages the planning and implementation of enterprise IT system, business operation, and facility defenses against security breaches and vulnerability issues. Incumbent may audit existing systems, while administering and reinforcing security policies, activities, and standards. May direct the work of subordinate staff to implement the necessary controls and procedures to protect information systems assets. Benchmark: Supervisory-level. Education: A bachelor's degree in computer information systems or related field. Experience: Typically a minimum of ten years of experience in network engineering and/or security administration. Certificates would typically be CISSP (Certified Information Systems Security Professional), CISM (Certified Information Security Manager), or similar certifications. Note: In small or mid-sized entities this job may not have a supervisory role and may require less than ten (10) years of experience in network engineering and/or security administration.

League Job # M21 - INFORMATION SERVICES DIRECTOR / MWRD IS OFFICER

CSS Job # 865 - INFORMATION SYSTEM DIRECTOR

Functioning as the highest level IT position. Directs a large staff of supervisory, professional and support personnel. Provides technology vision and leadership to the organization by developing and

implementing communications and information technology (IT) initiatives and plans that improve the organization's effectiveness. Provides strategic and tactical planning, development, evaluation, and coordination of the communications and information technology systems. Establishes budgetary and performance controls. Serves as part of the top management strategic planning team. Benchmarking guidelines: Job Level: Executive-level. Education: Requires a BA/BS with an advanced degree (Masters) preferred. Experience: Typically, a minimum of 8 years managing an IT organization. Indicate areas of responsibility: centralized system acquisitions, b. centralized system operations (includes networks), c. computer-aided dispatch, d. decentralized system acquisitions, e. decentralized system operations, f. electronic mail, g. inventories, m. police records, h. programming, i. systems analysis, j. telephone system k. user training, l. utility billing programs, m. voice mail, n. maintains software and hardware, o. centralized GIS operations.

League Job # B046.7 - INFORMATION TECHNOLOGY SECURITY SPECIALIST

CSS Job # 881 - INFORMATION TECHNOLOGY SECURITY SPECIALIST

Monitors, evaluates, and maintains systems and procedures to protect systems and information services from unauthorized users. Researches, recommends, and implements changes to procedures and systems to enhance data systems security. Benchmark: Journey-level. Education: A bachelor's degree or other training relating to information security. Experience: Typically a minimum of three years of experience in network engineering and/or security administration.

League Job # M21.5 - INFORMATION/RECORDS MANAGEMENT COORDINATOR

CSS Job # 229 - RECORDS MANAGER

Under general supervision, responsible for the design and implementation of a citywide information/records management retrieval system that provides connectivity to allow access by staff across department lines for day-to-day information sharing. Responsible for training key staff within each department on how to design and create templates, indexes, and standardized naming conventions, as well as on use of record management systems. Position requirements: (1) bachelor's degree with course work in records management, library science, public administration or related field (2) typically, three to five years' experience in organizational information management and document retrieval/retention (3) no supervisory responsibilities, but may train and lead work team; (4) able to obtain Certified Municipal Clerk designation within four years of employment (5) exempt under FLSA.

League Job # P12 - INTERN

CSS Job # 245 - STUDENT INTERN / UNDERGRADUATE

Performs a variety of undergraduate level duties as needed to provide administrative and professional support in a specific functional area, such as: Human Resources, Planning, or Engineering in order to gain practical experience in his or her areas of academic specialization.

League Job # M21.6 - IT MANAGER

CSS Job # 864 - INFORMATION SYSTEM MANAGER

This position typically reports to the CIO or IT Director. Provides management, direction and leadership in several (but maybe not all) functional IT areas such as applications development, networking, systems administration, technical support, computer operations, etc. and is responsible for the success of multiple information technology functional areas. Provides strategic and tactical planning, development, evaluation, and coordination of information technology systems. Coordinates the integration of data, information, and communications systems and serves as the catalyst for new systems development. Bachelor's degree in computer science or related field. Experience Level: typically, six years experience in information technology with supervisory experience.

League Job # B044.6 - IT PROJECT MANAGER

CSS Job # 847 - IT PROJECT MANAGER

Performing journey level duties, oversees various small to medium size projects of significant magnitude in terms of complexity, cost, time-constraints, internal and external staffing, and equipment including software and hardware. Provides direction to a small project team including assignment of individual responsibilities, tasks and technical functions. Identifies needs and allocates the appropriate resources to meet the timely completion of project tasks. Continually monitors individual progress to ensure meeting of deadlines. Confers with management regarding changes to the scope or scheduling of the project. The life-cycle of most projects last more than 6 months. Education Level: typically, Bachelor's degree in computer science or related field. Experience Level: typically, three years experience in project management.

League Job # B044.7 - IT PROJECT MANAGER, SENIOR

CSS Job # 848 - IT PROJECT MANAGER, SENIOR

Oversees various medium to large size projects of significant magnitude in terms of complexity, cost, time-constraints, internal and external staffing, and equipment including software and hardware. Takes projects from original concept through final implementation. Interface with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans and status reports. Conducts project meetings. Responsible for project tracking and analysis. Ensures adherence to quality standards and review project deliverables. Identifies needs and allocates the appropriate resources to meet the timely completion of project tasks. Education Level: typically, Bachelor's degree in computer science or related field. Experience Level: typically, five years experience in project management.

League Job # B040.1 - IT TECHNICIAN I

CSS Job # 870 - IT TECHNICIAN I

Performs entry-level help desk and customer support. Tasks include analyzing, constructing, documenting, testing, maintaining, troubleshooting and supporting of PC hardware, operating systems, software applications, peripherals, and communication devices for the entire organization. May perform a variety of project tasks and requires good communications skills with the ability to work with users diplomatically and skillfully. Benchmark: Entry-level. Education: Typically requires high school education supplemented by other technical training in a related field. Experience: Typically up to two years desktop and technical support experience. May also be called Service Desk or Help Desk Technician.

League Job # B040.2 - IT TECHNICIAN II

CSS Job # 875 - IT TECHNICIAN II

Performs journey-level help desk and customer support. Tasks include analyzing, constructing, documenting, testing, maintaining, troubleshooting and supporting of PC hardware, operating systems, software applications, peripherals, and communication devices for the entire organization. Performs a variety of project tasks and requires good communications skills with the ability to work with users diplomatically and skillfully. Exercises judgment and decision making in the diagnosis and resolution of computer hardware and software problems. Performs the full range of work assigned to this class and to work with some independence and initiative. At this level, work is moderately complex in nature. Benchmark guidelines: Job Level: Journey-level. Education: high school diploma or equivalent and formal training in operating environments. Experience: Typically at least three years desktop and technical support experience.

League Job # B040.3 - IT TECHNICIAN III

CSS Job # 880 - IT TECHNICIAN III

Performs senior/expert-level help desk and customer support. Tasks are highly technical in nature and include analyzing, constructing, documenting, testing, maintaining, troubleshooting and supporting of PC hardware, operating systems, software applications, peripherals, and communication devices for the entire organization. Performs a variety of project tasks and requires good communications skills with the ability to work with users diplomatically and skillfully. Exercises judgment and decision making in the diagnosis and resolution of complex computer hardware and software problems. Performs the full range of work assigned to this class and to work with little supervision. At this level, work is complex in nature. Benchmark guidelines: Job Level: Senior-level. Education: Associate's degree or equivalent and formal training in operating environments. Experience: Typically at least four years' desktop and technical support experience to include troubleshooting and maintaining network hardware and software.

League Job # P14 - KITCHEN ASSISTANT

CSS Job # 1424 - KITCHEN ASSISTANT

Performs entry-level, routine duties under the direction of skilled kitchen personnel. Provides meal preparation work and dishwashing for meals at various recreation centers throughout the jurisdiction. Some occasional heavy lifting of 25-40 pounds required. MINIMUM QUALIFICATIONS require sufficient education and training to demonstrate an aptitude or ability to perform above and related duties. No experience necessary.

League Job # P16 - LABORATORY AIDE

CSS Job # 1973 - LABORATORY AIDE

Performs a variety of entry-level routine technical duties related to the analysis of bio-solid, water and wastewater samples. Routinely maintains various computerized and written records and reports related to lab results, lab maintenance and pretreatment. Performs custodial duties for the lab. Collects samples from various process points within the plant or other locations as required. Routinely performs tests such as alkalinity, chlorine, EC, nitrate, pH, sulfide, TSS, VSS, VOA and some limited microbiology, etc.; such tasks may be lessened or added upon at the discretion of the Lab Director. Performs general lab housekeeping (i.e., washing dishes, sweeps, mops, waxes floors, cleans restrooms, may prepare media, plant flowers, weed, etc.) to assure a hygienically clean, visually appealing and orderly facility. MINIMUM QUALIFICATIONS may include graduation from high school with course work in chemistry, biology or some other related field; AND, No experience necessary.

League Job # P15 - LABORATORY ASSISTANT

CSS Job # 1972 - LABORATORY ASSISTANT

Performs a variety of entry-level complex technical duties related to the analysis of bio-solid, water and wastewater samples. Routinely maintains various computerized and written records and reports related to lab results, lab maintenance and pretreatment. Performs custodial duties for the lab. Collects samples from various process points within the plant or other locations as required. Routinely performs various analysis and tests such as BOD, COD, TS, TVS, and some microbiology, etc. Performs minor equipment maintenance and may assist with major maintenance. Performs general lab housekeeping (i.e., washing dishes, sweeps, mops, waxes floors, cleans restrooms, may prepare media, plant flowers, weed, etc.) to assure a hygienically clean, visually appealing and orderly facility. MINIMUM QUALIFICATIONS may include graduation from high school with course work in chemistry, biology or some other related field; AND, typically, six (6) months of experience performing above or related duties.



League Job # B120 - LABORATORY SUPERVISOR

CSS Job # 1965 - LAB DIRECTOR

Professional and supervisory position responsible for the operation and administration of the water or wastewater laboratory and monitoring program. May include budget preparation. Benchmark guidelines: FLSA: Exempt; Job Level: Supervisor; Education: bachelor's degree in chemistry, biology, chemical engineering or a closely related field; Work Experience: typically, five years experience in laboratory analysis applicable to water or wastewater analysis and environmental monitoring programs and typically, including two years of supervisory experience.

League Job # B121 - LABORATORY TECHNICIAN

CSS Job # 1970 - LAB TECHNICIAN I

Skilled technical laboratory work performing chemical, physical and bacteriological analyses on water and/or wastewater; assists chemist in achieving and maintaining EPA certifications; conducts standard and specialized chemical and bacteriological examinations on regular and special samples, including complete preparation and quality control; monitors water quality in distribution system according to federal regulations. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-level; Education: Two years college or associates degree in chemistry or related field; Work Experience: typically, minimum two years of chemical and bacteriological laboratory experience.

League Job # B007.5 - LANDSCAPE ARCHITECT

CSS Job # 351 - LANDSCAPE ARCHITECT

Performs working level professional duties related to landscape architectural planning, design and construction administration, including site development related to capital projects, review of plans and specifications, and making recommendations related to landscape construction to private developers. MINIMUM QUALIFICATIONS may include a bachelor's degree in landscape architecture or related field; plus typically, two (2) or three (3) years experience in landscape architectural design. No supervisory responsibilities are associated with this position. The position is exempt under FLSA. Must be state certified/licensed.

League Job # B016.5 - LEAD BUILDING PERMIT TECHNICIAN

CSS Job # 316 - BUILDING PERMIT TECHNICIAN, LEAD

Functions as a lead and is responsible for accomplishing various skilled tasks associated with the daily operations of building permit issuance. Provides guidance and training to lower-level building permit technicians. Explains policies, codes, ordinances and regulations especially complex permits that may require a higher level of expertise. Position requires 1) high school diploma or equivalent, 2) typically, four years of experience, 3) non-exempt under FLSA.

League Job # B111.5 - LEAD PLANT OPERATOR

CSS Job # 2197 - LEAD PLANT OPERATOR (WATER & WASTEWATER)

Acts as lead operator and provides day-to-day instruction and direction for other plant operators in the operation, maintenance and servicing of a water or wastewater treatment facility. Duties may include: (1) conducting physical and chemical tests; (2) completing records and paperwork. (NOT at the superintendent level. Shift Supervisor, otherwise match to Chief Plant Operator- B111) MINIMUM QUALIFICATIONS may include two years of specialized training or an Associate degree; plus, typically, four (4) years of related experience. Must be a state certified Class 'A' treatment plant operator.

League Job # B074.7 - LEGAL ASSISTANT

CSS Job # 1060 - LEGAL SECRETARY

Benchmark guidelines: FLSA: Non-Exempt; Job Level: Journey level; Education: High school diploma supplemented with specialized paralegal training; Work Experience: typically, minimum of three years of specialized experience with familiarity with municipal law preferred; Certification: None.

League Job # B060 / S13 - LIBRARIAN

CSS Job # 1110 - LIBRARIAN

Maintains library collection of books, periodicals, documents and other materials in print and other formats. Researches and answers reference questions. Assists groups and individuals to locate and obtain library materials. Develops library programs and bibliographic aids. Not a records/file management position. May oversee administrative and volunteer staff. Benchmark guidelines: FLSA: Exempt; Job Level: Journey-level; Education: Master of library science degree or equivalent combination of education and experience; Work Experience: typically, two to three years of related experience.

League Job # B061 - LIBRARY ASSISTANT

CSS Job # 1114 - LIBRARY ASSISTANT

Performs a variety of customer service and routine administrative duties in assisting patrons in the use of the library. Directs patrons to the appropriate section. Assists with readers' guidance or refers patrons to the reference librarian. May assist in library program development or supervise a section of administrative employees. FLSA: Nonexempt. MINIMUM QUALIFICATIONS may include a Bachelor's degree (preferred); Plus, typically, two (2) years increasingly responsible previous library experience.

League Job # B062 - LIBRARY CIRCULATION CLERK

CSS Job # 1115 - LIBRARY CLERK

Provides customer service at the circulation desk, checks books in and out of the library, issues and renews library cards, answers routine questions, and collects overdue fines. May process paperwork for interlibrary loans. Benchmark guidelines: FLSA: Nonexempt; Job Level: Entry-level; Education: high school degree; Work Experience: typically, one year of general office experience.

League Job # M20 - LIBRARY DIRECTOR

CSS Job # 1120 - LIBRARY DIRECTOR

a. bookmobiles, b. process and catalog materials, c. reference, research and information referral, d. selection of library materials for purchase, e. special programs for the public, f. Multiple Locations, g. Public Computer Labs, h. Fundraising/Grants, i. Library boards, j. Volunteer programs, k. Web Site.

League Job # P17 - LIBRARY SHELVER

CSS Job # 1116 - LIBRARY SHELVER

Performs entry-level duties. Sorts and shelves all library materials, checks in returned items, maintains shelves in call number order. FLSA: Nonexempt. MINIMUM QUALIFICATIONS: Some high school no experience necessary.

League Job # B063 - LIBRARY SUPERVISOR

CSS Job # 1125 - LIBRARIAN, SENIOR

Plans and supervises the operational activities and services of a division. Responsible for the collection and development of books, periodicals, documents and other materials in print and other formats. Prepares and administers budget for assigned division. Supervises the work of librarians within a particular division (e.g., reference or youth divisions). Benchmark guidelines: FLSA: Exempt; Job Level: Supervisor; Education: Masters degree in library science or equivalent combination of education and experience; Work Experience: typically, minimum of three years in a library service environment with some supervisory experience.

League Job # P18 - LIFEGUARD

CSS Job # 1215 - LIFEGUARD

Assures the safe use of swimming pool facilities by: (1) observation of pool users; (2) enforcement of pool rules and regulations; (3) providing emergency/first aid services; and (4) applying artificial resuscitation. Benchmark Guidelines: FLSA: Nonexempt; Job Level: Entry-level; Work Experience: No previous work experience necessary; Certification: Requires current Lifeguard Training and First Aid certification for professional rescuer. Requires first aid/CPR certification. Ability to obtain AED.

League Job # P19 - LIFEGUARD/ INSTRUCTOR

CSS Job # 1217 - LIFEGUARD/INSTRUCTOR (ENTRY LEVEL)

Performs entry-level duties. Instructs various levels of youth and adult swim lessons and assures the safe use of swimming pool facilities by observing pool users and enforcing pool rules and regulations. FLSA: Nonexempt. MINIMUM QUALIFICATIONS include sufficient education and training to demonstrate an aptitude or ability to perform above duties. No experience necessary. Certification: Requires current Lifeguard Training and Water Safety Instructor. CPR and Standard First Aid certification for the professional rescuer. Ability to obtain AED.

League Job # B057 /S27 - MAINTENANCE WORKER

CSS Job # 1971 - LABORER (PUBLIC WORKS)

Performs manual labor; used as a helper in a crew. Assists with routine maintenance of grounds, cemetery, buildings and/or equipment. Typical tasks may include: clearing limbs and branches; shoveling and tamping asphalt; loading and unloading tools, equipment, etc.; performs general utility work such as installation, maintenance and repair of sewer and water lines. May operate automotive and grounds or utility maintenance equipment. Benchmark guidelines: FLSA: Nonexempt; Job Level: Entry-level.

League Job # B058 / S28 - MAINTENANCE WORKER, SENIOR

CSS Job # 1993 - MAINTENANCE WORKER/ SENIOR

Performs a variety of journey level maintenance duties. May be assigned to building inspection, building maintenance, cemetery, equipment maintenance, general construction, parks, refuse pickup, repairs, Streets, utilities, utility reader, etc. May perform as a heavy equipment vehicle operator. May also serve as a lead worker over an assigned crew on a project-by-project basis. MINIMUM QUALIFICATIONS may include graduation from high school; AND journey level experience in construction, maintenance or repair of public works systems. Must be a certified according to assignment area. Must possess a valid commercial driver's license.

League Job # B126 - MANAGEMENT ANALYST I

CSS Job # 224 - MANAGEMENT ANALYST I

This is advanced and responsible technical work conducting and assisting in the direction of comprehensive studies designed to analyze organizational units and managerial, technical and clerical processes. Determines the feasibility of management policies and prepares reports on organizational activities. Assists in installation of new methods and provides technical advice. Work is performed independently and is reviewed by administrative superiors.

League Job # B127 - MANAGEMENT ANALYST II

CSS Job # 232 - MANAGEMENT ANALYST II

This is a journey level position that performs professional, administrative and technical work in assisting an assigned department with minimal instruction. The primary responsibilities of this position are to: conduct special research and analysis, complete administrative projects and memorandums, provide public information, department budget preparation, active involvement with intergovernmental functions, the development and maintenance of assigned department's performance measures, and reviewing and updating the assigned department's strategic plans. Work is performed independently and is reviewed by administrative superiors. Incumbents may provide functional supervision. MINIMUM QUALIFICATIONS may include: A bachelor's degree in business administration or public administration or related field and typically, 2 to 4 years of experience.

League Job # B118 - METER READER

CSS Job # 800 - UTILITY METER READER

Under general supervision, reads utility meters, records results on electronic device or in meter book and responds to customer inquiries and complaints within scope of knowledge and authority. Benchmark guidelines: FLSA: Nonexempt.

League Job # M04 / S04 - MUNICIPAL JUDGE

CSS Job # 1055 - JUSTICE COURT JUDGE - APPOINTED

a. alternative sentencing program, b. budget estimates & expenditure control, c. communications, information, & public relations, d. court financial administration, e. court of record, f. court procedures administration, g. court records and reports, h. day court, i. driver's school, j. fines/bonds, k. issuance of jury summonses, l. marshal/process serving, m. night court, n. probation, o. TEEN COURT. Performs direct court case adjudication for a municipal court operation. Responsible for the operations of the entire municipal court in the absence of the presiding municipal judge. Has the same authority as a presiding judge over cases before the court. FLSA: Exempt. MINIMUM QUALIFICATIONS include graduation from college with a Juris doctorate degree. Requires license to practice law by the State; plus, prior criminal, civil, and/or municipal law experience preferred.

League Job # B065 / S33 - MUSEUM CURATOR

CSS Job # 206 - MUSEUM CURATOR

Performs Journey-level professional duties involved in the development and implementation of museum programs. May specialize in a specific area of museum work or be responsible for multiple functions. Duties may include registration and preservation of artifacts, development of storage and cataloging systems, development of educational programs for children and/or adults, promotes museum exhibits, programs and special events. May research and select materials for exhibits, create and maintain collections documentation, design exhibits and prepare grant proposals to support museum activities. FLSA: Exempt MINIMUM QUALIFICATIONS include a bachelor's degree in related field; plus, typically, two (2) to three (3) years professional experience.

League Job # M22 - MUSEUM DIRECTOR

CSS Job # 205 - MUSEUM DIRECTOR

a. archives planning and development, b. educational programs, c. fiscal development and management of the museum, d. grant writing, e. program, exhibit and collections planning.

League Job # B043 - NETWORK ADMINISTRATOR

CSS Job # 850 - NETWORK ADMINISTRATOR

Technical and professional position responsible for the management of the agency's wide/local area network. Work includes the complete technical support and administration of networks. Troubleshoots and coordinates resolution of system problems for the user agency. Coordinates and resolves vendor issues on acquisitions of network systems hardware, software and recommended installations; makes appropriate purchase recommendations to management. Benchmark guidelines: Job Level: Generally journey-level but may be lead-worker; Education: bachelor's degree in computer science, mathematics or related field; Work Experience: typically, three (3) years professional network experience, or an equivalent combination of appropriate education and experience.

League Job # B043.1 - NETWORK ADMINISTRATOR, SENIOR

CSS Job # 849 - NETWORK ADMINISTRATOR, SENIOR

Performs senior-level work installing, maintaining, and monitoring the operation of the organization's local and wide area networks (LAN/WAN). Leads strategic planning efforts, capacity planning, functional and technical design of enterprise systems, and resolution of complex problems. Evaluates vendor products in hardware, software, and telecommunications equipment and recommends purchases consistent with the organization's short and long term objectives. Recommends and implements LAN policies and standards and ensures adherence to security procedures. Performs troubleshooting, diagnosis, and re-pairs/fixes for network hardware and software related problems. Provides guidance to lower-level staff. Benchmark: Senior-level. Education: Typically requires college degree or equivalent and certified network administration training. Experience: Typically requires 6 years of experience in the installation and maintenance of LAN/WAN network systems.

League Job # S12 - OFFICE ASSISTANT

CSS Job # 2355 - SECRETARY II

a. bookkeeping, b. court clerk, c. filing, d. receptionist, e. record keeping, f. typing/data input, g. utility billing.

League Job # M23.5 - OPEN SPACE & TRAILS MANAGER

CSS Job # 356 - OPEN SPACE & TRAILS MANAGER

Oversees and administers work related to the planning, directing, organizing, implementing and coordinating of Open Space and Trails programs and activities. This may include the implementation of the Open Space and Trails Master Plan, land acquisition, maintaining trail maps, wildlife management and public education. May supervise staff. Reports to the Director. Requires a Master's degree in environmental sciences, natural resources, community planning, wildlife biology, environmental design, or a closely related field and at least eight years' experience.

League Job # M23 - OPEN SPACE DIRECTOR

CSS Job # 354 - OPEN SPACES DIRECTOR

Functioning as the highest level position in the department, performs some or all of the following: a. managerial and supervisory duties related to planning, organizing and directing, b. budget development, c. monitors the fiscal condition of the department in compliance with established fiscal guidelines, d. directs cemetery operations, e. manages contracts and contract projects, f. oversee facilities/building construction and design effecting open space environments, g. manage facilities/building maintenance operations, h. directs forestry program, i. manage golf course operations, j. responsible for grounds maintenance, including landscape design, landscape/horticulture, mountain parks, open space, etc. k. direct ordinance enforcement, l. outdoor swimming pools/reservoir, m. property acquisition, n. direct and manage ranger interpretive programs, trail construction/maintenance, urban parks, etc. o. manage vehicle maintenance operations. p. MINIMUM QUALIFICATIONS may include graduation from college with a bachelors degree in public administration, forestry, biology, recreation management, or related field; plus typically, four (4) or five (5) years of related experience.

League Job # B074.6 - PARALEGAL

CSS Job # 1065 - LEGAL TECH / PARALEGAL

Benchmark guidelines: FLSA: Non-exempt; Job Level: Journey level; Education: High school diploma supplemented with specialized paralegal training; Work Experience: typically, minimum of three years of specialized experience with familiarity with municipal law preferred; Certification: Paralegal certificate required.

League Job # M20.5 - PARK RANGER I

CSS Job # 1261 - PARK RANGER I

Maintains, repairs and patrols natural and/or historical properties year round, including associated land and facilities. Enforce compliance of ordinances, laws, rules, regulations and guidelines governing use of properties and facilities through a patrol presence. Issue misdemeanor citations and give written and verbal warnings. Perform a variety of public relations functions. Perform park maintenance and clean-up. May coordinate facility and revenue operations. May provide work direction to seasonal staff. Position requires 1) high school diploma or equivalent, 2) typically, one year of experience as a park ranger or related program experience, 3) non-exempt under FLSA, 4) non-sworn position, 5) does not carry a firearm.

League Job # M20.55 - PARK RANGER II

CSS Job # 1259 - PARK RANGER II

Performs park regulation enforcement work and patrolling of natural areas year-round to enforce ordinances, laws, rules, regulations and guidelines governing use of properties and facilities through a patrol presence. Issue misdemeanor citations and give written and verbal warnings. Perform park maintenance, construction and repair of park amenities and improvements. Perform a variety of

public relations functions. May develop and present educational and environmental programs. Supervise or act in a lead capacity for seasonal staff. Position requires 1) high school diploma or equivalent and college level coursework in Parks, Recreation, Natural Resources or related field highly desirable, 2) typically, at least two years of experience in a directly related field, 3) may require Special Certifications 4) non-sworn position, 5) does not carry a firearm.

League Job # B089 - PARKING ENFORCEMENT OFFICER

CSS Job # 1734 - PARKING ENFORCEMENT OFFICER

Performs entry level, routine duties. Operates small motor vehicle or road cart to patrol city areas to enforce parking laws. Issues parking citations and responds to public inquires and complaints in the field regarding parking citations. FLSA: Non-exempt. MINIMUM QUALIFICATIONS require sufficient education and training to demonstrate an aptitude or ability to perform above and related duties. Must possess a valid state drivers license.

League Job # M24 / S15 - PARKS & RECREATION DIRECTOR

CSS Job # 1250 - PARKS & RECREATION DIRECTOR

Performs administrative and managerial duties related to planning, organizing, coordinating and directing one or more of the following components of city recreation and/or open space operations: a. building maintenance, b. cemetery, c. community center, d. forestry, e. golf course, f. horticulture, g. ice rink, h. indoor pool, i. land management, j. open space, k. outdoor pool, l. parks maintenance, m. parks planning, n. recreation center, o. recreation program, p. senior services, q. youth services.

League Job # M25 - PARKS SUPERINTENDENT

CSS Job # 1245 - PARK SUPERINTENDENT

Functioning as the highest level position in a parks department, performs some or all of the following: a. budget development, b. budget monitoring, c. cemetery, d. contract management, e. facilities/building construction (parks), f. facilities/building design (parks), g. facilities/building maintenance (parks), h. forestry program, i. golf course, j. grounds maintenance, k. landscape design, l. landscape/horticulture, m. mountain parks, n. ordinance enforcement, o. outdoor swimming pools/reservoir, p. property acquisition, q. ranger interpretive programs, r. trail construction/maintenance, s. urban parks, t. vehicle maintenance.

League Job # M25.5 - PARKS SUPERVISOR

CSS Job # 1220 - PARK MAINTENANCE SUPERVISOR

Under the direction of the Park Services Manager, manages, plans, organizes, supervises operations and evaluates work of a skilled work group in development of park grounds, open space and facilities; serves on Parks Division Management and/or Design and Development Team and assists in setting departmental goals and evaluating the extent of goal accomplishments; responsible for the development operation budgets and capital improvement projects as assigned by the Park Services Manager; develops council agendas, staff reports and research papers as necessary; develops and administers legal contracts with private contractors; Benchmark Guidelines: FLSA Exempt. Job Level: Supervisory position; Education: Graduation from an accredited four-year college with major coursework in parks management, turf management, horticulture, arboriculture, or project construction management can be substituted for two of the required six years of experience; Work Experience: typically, requires six years of increasingly responsible full-time experience in parks operations and/or design and development, construction, etc., including a minimum two year's of supervisory experience; must have a proven track record in park maintenance and/or design and construction operations; Certification: CDL (class A) and other related certification.

League Job # B105 / P28 - PARKS WORKER -- LEVEL 1 (SEASONAL SPECIALIST I)

CSS Job # 1230 - PARK MAINTENANCE WORKER I

Perform manual labor maintaining parks, athletic fields, playgrounds, trails, sidewalks, parking lots, cemeteries, open spaces, recreation facilities and other facilities. May perform such duties as mowing, snow removal, repairing trails, pruning trees and shrubs, fertilizing and trimming, and general equipment preventive maintenance and repairs. Benchmark Guidelines: FLSA: Nonexempt; Job Level: Entry-level; Education: high school diploma or equivalent; Work Experience: No previous experience required; Certification: Colorado Drivers license.

League Job # B106 - PARKS WORKER -- LEVEL 2

CSS Job # 1235 - PARK MAINTENANCE WORKER II

Performs manual labor, some semiskilled manual labor and operates heavy motor equipment used in maintaining city or county parks, trails, sidewalks, parking lots, cemeteries, open spaces, recreation facilities and other facilities. May perform such duties as mowing, snow removal, repairing trails, and pruning trees. Knowledge of irrigation systems, horticulture or related construction projects. May train and lead other workers or crews. Ability to operate all related parks maintenance equipment. Benchmark Guidelines: FLSA: Nonexempt; Job Level: Journey-level; Education: high school diploma or equivalent; Work Experience: typically, two years experience in parks and facilities maintenance; Certification: Colorado driver's license. May require Commercial Driver's license.

League Job # B072 - PAYROLL TECHNICIAN

CSS Job # 790 - PAYROLL TECHNICIAN

Under general supervision, performs a variety of functions related to payroll administration. Prepares and reviews payroll reports and verifies accuracy of recorded information. Completes quarterly reporting, W-2's and year-end reporting. Work requires practical knowledge of payroll policies, government regulations and tax requirements. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-level; Education: high school diploma or equivalent; Work Experience: typically, two years related experience.

League Job # P21 - PERSONAL TRAINER

CSS Job # 1263 - PERSONAL TRAINER

Performs entry-level duties related to assisting recreation patrons with personal help programs. Provides nutrition and physical fitness instruction and training. FLSA: Nonexempt. MINIMUM QUALIFICATIONS may include graduation from high school and undergraduate course work in physical education, sports management, recreation or a related field; Plus, typically, six (6) months to one (1) year of related work experience Must possess a personal trainer certification by a national accredited fitness testing agency. Ability to obtain first aid/CPR certification and/or Automatic Emergency Defib.

League Job # B008 - PLANNER I

CSS Job # 355 - PLANNER I

Entry level professional and technical planning position. Collects and analyzes data required to produce information, memos and reports regarding planning related issues. Reviews and evaluates project proposals including: ensuring compliance with applicable regulations, policies and guidelines; assists in the coordination of multi-department and board review processes. Position requirements: (1) master's degree in city or regional planning, architecture or a closely related field; or, (2) bachelor's degree in related field with typically, one to two years related experience; (3) exempt under FLSA.

League Job # B009 / S16 - PLANNER II

CSS Job # 360 - PLANNER II

Performs professional level planning duties, primarily in current planning. Reviews and evaluates major, complex project proposals including: ensuring compliance with applicable regulations, policies and guidelines; coordinating multi-department and board review process; negotiating with applicants and mediating conflicts; documenting agreements and monitoring project implementation with approved proposals. Acts as liaison with the public, developers, city or county departments and boards regarding land use issues, regulations and development review process; prepares and reports analyses for city or county and citizens; may administer growth management permit allocation process, administer sign or zoning codes, or participate in long-range planning. Position requirements: (1) master's degree in city or regional planning, architecture or a closely related field; (2) typically, two years professional experience; (3) no supervisory responsibilities, but may lead work team; (4) exempt under FLSA.

League Job # B010 - PLANNER III, SENIOR

CSS Job # 385 - PLANNER, SENIOR

Performs professional senior-level planning duties in accordance with the city or county comprehensive planning and zoning ordinances. Reviews and evaluates major, complex projects proposals including ensuring compliance with applicable regulations, policies and guidelines; coordinates multi-department and board review process; negotiates with applicants and mediates conflicts; documents agreements and monitors project implementation with approved proposals. Acts as liaison with the public, developers, city or county departments, and boards regarding land use issues, regulations and development review process; prepares and reports analyses for city or county and citizens; may administer growth management permit allocation process, administer sign or zoning codes, or participate in long-range planning. Position requirements: (1) master's degree in city or regional planning, architecture or closely related field; (2) typically, four years of professional planning experience; (3) may train and supervise the work of lower.

League Job # M26 - PLANNING MANAGER/DIRECTOR

CSS Job # 365 - PLANNING & ZONING DIRECTOR

Functioning as the highest level planning position, performs some or all of the following: a. board of adjustment, b. current planning/zoning, c. economic development/revitalization, d. historic preservation, e. long range/comprehensive planning, f. mapping and demographics, g. park design, h. special project planning, i. zoning code enforcement.

League Job # B011 / S17 - PLANNING TECHNICIAN

CSS Job # 370 - PLANNING TECHNICIAN

Provides research, data collection, public communications, technical support and other activities. Provides information and technical assistance to applicants and the public. Participates as a team member on professional planning projects. Researches, evaluates, verifies and presents background information and data. Prepares and monitors statistical tabulations, computations, charts, reports and graphs to illustrate planning studies in areas such as population, transportation, housing, traffic, land use, zoning, historic preservation, proposed subdivisions and public utilities. May prepare communication products such as public involvement plans, presentations, workshop/public meeting coordination, major document production, displays and newspaper inserts and ads. May coordinate development review application processing and distribution of requests. Position requirements: (1) bachelor's degree; (2) typically, two years of related experience.

League Job # B019 - PLANS EXAMINER

CSS Job # 375 - PLANS EXAMINER

Examines commercial and residential building plans to ensure compliance with building code regulations. Notes instances of noncompliance and suggests modifications to bring plans into compliance. Approves and signs plans meeting code requirements. Consults with engineers, architects, contractors and citizens to interpret and explain building codes. Position requirements: (1) bachelor's degree; (2) three years related experience; (3) journey level; (4) ICBO Plans Examiner certification; (5) no supervisory responsibilities.

League Job # B112 - PLANT MECHANIC

CSS Job # 2004 - WASTEWATER PLANT MECHANIC

Perform advanced, journey-level, skilled work in the installation, maintenance and repair of water and wastewater plant equipment. Perform preventive maintenance and repair of plant equipment, such as pumps, motors, drive systems, blowers, valves and chemical feed systems, compressors and filters. Assist in the design and fabrication of equipment. Calibrates equipment. FLSA: Nonexempt. MINIMUM QUALIFICATIONS may include graduation from High school or equivalent; Plus, typically, two (2)years experience. Certification: Related certifications as required, i.e. plant operator, etc.

League Job # B113 - PLANT SUPERVISOR

CSS Job # 2198 - PLANT SUPERVISOR (WATER & WASTEWATER)

Performs a variety of supervisory duties related to overseeing the day-to-day plant operations. Provides instruction and direction for other plant operators in the operation, maintenance and servicing of a water or wastewater treatment facility. Duties may include: (1) conducting physical and chemical tests; (2) completing records and paperwork; (3) budget preparation. FLSA: Nonexempt. MINIMUM QUALIFICATIONS may include a Bachelor's degree in an environmental science; plus, typically, five (5) years Class "A" operating experience and two (2)years in a supervisory capacity. Certification: state Class 'A' treatment plant operator's certificate.

League Job # P22 - POLICE CADET

CSS Job # 1748 - POLICE / SHERIFF CADET

Performs a variety of administrative support duties for the Police/Sheriff's department including filing, typing, inventory management, minor bookkeeping, research, and special projects. May participate in "ride along" programs. FLSA: Non-exempt. MINIMUM QUALIFICATIONS may include graduation from high school or equivalent. Must possess a valid driver's license and be older than 17 years of age and less than 21 years of age.

League Job # B090 - POLICE CAPTAIN

CSS Job # 1735 - POLICE / SHERIFF CAPTAIN

Serves as operational manager of a division or major bureau of the police department. Plans and supervises the operational activities and services of that division. Participates in the preparation and control of the department budget and in the development and enforcement of policies. Benchmark Guidelines: FLSA: Exempt; Job Level: Division Manager; Reports to: Chief of Police or highest sworn police position; Education: BS or four year college in a related field; Work Experience: typically, eight to ten years of experience with progressive supervisory experience; Certification: POST.

League Job # M27 / S20 - POLICE CHIEF OR SHERIFF

CSS Job # 1740 - POLICE CHIEF

a. animal control, b. arson investigation, c. department budget, d. city or county car pound, e. code enforcement, f. communications/dispatch, g. records, h. crime prevention, i. detention facility/jail, j. emergency preparedness/management, k. investigations, l. parking enforcement, m. patrol, n. public relations, o. traffic engineer, p. training. Benchmark Guidelines: FLSA: Exempt; Job Level: Department Head, the highest police position; Reports to: City Manager; Education: Minimum bachelor degrees, master's preferred in a related field; Certification: Police officer standards and training.

League Job # B091 - POLICE COMMANDER

CSS Job # 1744 - POLICE COMMANDER

Under the direction of the deputy police chief performs various supervisory and managerial duties related planning, organizing and coordinating section or unit operations. Exercises full administrative responsibility and accountability for the overall operations and activities of the assigned section or unit or geographic areas. FLSA: Exempt. MINIMUM QUALIFICATIONS may include a bachelor's degree in police science, law enforcement, public administration or related field; plus, typically, five (5) or more years of experience. Certification: POST.

League Job # B095 - POLICE COMMUNITY SERVICES OFFICER

CSS Job # 1761 - POLICE COMMUNITY SERVICE OFFICER

Patrol the City, responds to and investigates calls and citizen complaints involving automobile accidents, abandoned vehicles, criminal trespasses, burglaries, criminal mischief, vandalism, theft, harassment, fraud and forgeries, and driving/traffic complaints. Benchmark Guidelines: FLSA: Non-exempt; Job Level: Entry-level to journey level; Reports to: Sergeant; Work Experience: no related work experience necessary. Prior customer services experience preferred; Other: nonsworn police position, does not carry a gun.

League Job # S21 - POLICE CORPORAL

CSS Job # 1760 - POLICE OFFICER / DEPUTY SHERIFF III

a. arson investigation, b. city or county car pound, c. code enforcement, d. communications and records, e. crime prevention, f. detention facility/jail, g. emergency preparedness, h. investigations, i. parking enforcement, j. patrol, k. public relations, l. supervision, m. traffic engineer, n. training.

League Job # B092 - POLICE DEPUTY CHIEF

CSS Job # 1741 - DEPUTY POLICE CHIEF

Under the direction of the Police Chief/County Sheriff serves as the chief executive officer for either the operations or administrative division of a law enforcement agency. Assumes command of the department in the absence of the sheriff/chief. Reports directly to the sheriff/chief. Administers directives for staff. Responsible for budgeting, and purchasing in assigned divisions. Responsible for personnel and employee relations in assigned divisions. FLSA: Exempt. MINIMUM QUALIFICATIONS may include a Bachelor's degree from an accredited four-year college in police science, criminal justice administration or related field; Plus, typically, eight (8) to ten (10) years prior experience with progressive supervisory experience. Requires broad working knowledge of law enforcement management; Certification: POST.

League Job # B093 - POLICE LIEUTENANT

CSS Job # 1745 - POLICE / SHERIFF LIEUTENANT

Provides technical and supervisory leadership to an assigned shift or bureau. Assists in the direction of operations and personnel and in the revision of policies and procedures. Represents the police department in court proceedings and in contacts with other enforcement agencies. Assumes the duties of commanding officer as assigned. Benchmark Guidelines: FLSA: Exempt; Job Level: Supervisory; Reports to: Police Commander/Captain; Education: BA preferred in a related field; Work Experience: typically, five or more years of experience with some supervisory experience; Certification: POST.

League Job # B094 / S22 - POLICE OFFICER

CSS Job # 1749 - POLICE OFFICER/DEPUTY SHERIFF (COMBINE LEVELS I, II, III)

Under supervision, performs law enforcement work as necessary to maintain public peace and order, to protect life and property, to prevent crime, to make investigations and to apprehend violators of the law. Benchmark Guidelines: FLSA: Non-exempt; Job Level: Entry-level to Journey-level; Reports to: Sergeant; Work Experience: No prior experience required; Certification: POST.

League Job # B094.5/S22.5 - POLICE OFFICER-NON CERTIFIED

CSS Job # 1746 - POLICE OFFICER - NON CERTIFIED

Entry level police officer hired without POST certification. Employee remains in this classification until POST certification is obtained, typically through attending and completing an authorized police academy. Benchmark Guidelines: FLSA: Non-exempt. Job Level: Entry. Reports to Sergeant. Work Experience. No prior experience required. Certification: None.

League Job # B096 - POLICE RECORDS CLERK

CSS Job # 2335 - RECORDS CLERK (PD/SHERIFF)

Performs a variety of tasks in the records/reception area of the police department, such as extracting information from police reports and entering data for crime analysis; enters and retrieves information from computer database; assists citizens at the front desk and through telephone contact; accepts crime and accident reports; provides general information; maintains files; types correspondence; may take fingerprints. Benchmark Guidelines: FLSA: Non-exempt; Job Level: Entry-level; Education: high school diploma or equivalent; Work Experience: typically, two years responsible administrative experience.

League Job # B097 - POLICE RECORDS SUPERVISOR

CSS Job # 2340 - RECORDS CLERK SUPERVISOR (PD/SHERIFF)

Supervises police records and identification clerks; audits and spot checks data entry; assists in analyzing procedures, forms and systems to identify problems and propose solutions; performs records clerk duties as necessary, including processing records and responding to information requests; uses various computer databases; provides services to the public; testifies in court as necessary.

Handle sensitive information requests requiring confidentiality. Benchmark Guidelines: FLSA: Exempt; Job Level: first-level supervisor; Reports to: records administrator, police sergeant or police lieutenant.

League Job # B098 / S23 - POLICE SERGEANT

CSS Job # 1765 - POLICE / SHERIFF SERGEANT

Under general direction, supervises a squad of police officers to assure proper maintenance of public peace and order. Benchmark Guidelines: FLSA: Non-exempt; Job Level: First-line supervisor; Reports to: Police Commander or Lieutenant; Education: BA preferred in a related field; Work Experience: typically, four years as a police officer; Certification: POST.

League Job # B088.5 - POLICE SERVICES COORDINATOR

CSS Job # 1732 - POLICE SERVICES COORDINATOR

Coordinate and market police programs related to crime prevention and public education for children, adults, and seniors. Present programs and instruct classes on public safety to a variety of public and private groups including school children and Neighborhood Watch groups. Responsible for coordinating the volunteer programs of the Police Department. Non Sworn position. MINIMUM QUALIFICATIONS may require a Bachelor's Degree and typically, 2 years of experience.

League Job # B010.5 - PRINCIPAL PLANNER

CSS Job # 366 - PRINCIPAL PLANNER

Performs professional senior-level planning duties in accordance with the city or county comprehensive long-range planning, current planning, or zoning entitlement. This position is also responsible for advanced level work involving both long range and current planning (plan implementation) activities, as well as budget preparation. Reviews and evaluates major, complex projects proposals including ensuring compliance with applicable regulations, policies and guidelines; coordinates multi-department and board review process; negotiates with applicants and mediates conflicts; documents agreements and monitors project implementation with approved proposals. Acts as liaison with the public, developers, city or county departments, and boards regarding land use issues, regulations and development review process; prepares and reports analyses for city or county and citizens; may administer growth management permit allocation process, administer sign or zoning codes, or participate in long-range planning. MINIMUM QUALIFICATIONS: (1) Master's degree in Urban and Regional Planning or Public Administration or closely related field from an accredited college or university (2) four years of experience in a public planning agency; OR Bachelor's degree in planning or a design discipline, such as urban design, architecture, or landscape architecture combined with and typically, at least six (6) years of directly related experience (3) directs and supervises staff.

League Job # B034.5 - PROCUREMENT SPECIALIST

CSS Job # 791 - PROCUREMENT SPECIALIST

Plan, administer and coordinate procurement and contract functions to obtain commodities, services and/or construction required for Departments. Provide informal and formal solicitation contract administration/management services in conformance with established policy and procedures. May provide technical supervision to administrative support staff. Administers and coordinates procurement and contract functions to secure and maintain the commodities, services including construction services required by all City Departments. Duties may include: Review, analyze, approve, and process routine and complex purchase requisitions and order/quotation requests for completeness and determine the appropriate informal and formal procurement method for processing the procurement. Assist Departments in developing routine and complex specifications to include identifying delivery dates, quality and quantity of products requested for use in informal, formal and negotiated procurement processes. Develop informal and formal solicitation documents for routine and complex procurements to include developing formal Request for Bids (RFB) and Request for Proposals (RFP) for standard and non-standard commodities, equipment, non-professional services, professional services and construction contract services. Coordinate interdepartmental activities relating to contracts and bidding, and coordinate citywide contract documentation. Serves as a Procurement Consultant with Project Managers, Vendors and Engineers to recommend appropriate courses of action for processing competitive solicitations and contract awards. Serve as a Facilitator for City pre-bid conferences, contract bid openings, and pre-construction conferences. Design and create formal RFB & RFP Addendums to communicate solicitation changes/modifications to vendors and contractors. Coordinates procurement services and interprets City purchasing, contract and formal RFB & RFP policies and procedure to vendors, contractors and City Departments. Identify the appropriate contract document/method to be used and make appropriate changes to contract language, terms and conditions that supports awarding of the contract in best interest of the City. Work with the legal staff to insure all new laws are properly incorporated into the contract documents. Perform contract administration under the guidance of the Purchasing & Contracts Manager and Attorney by applying public procurement contract law principles and methods as circumstances warrant to resolve minor and complex formal solicitation and contract disputes/discrepancies. Interview and negotiate with vendors and other representatives regarding price changes, trade discounts, and delivery services. Design and implement systems and forms for use in contract administration, update standard contract documents. Develop and implement goals, objectives, policies, and priorities for the formal RFB and RFP processes. Write policy and procedures pertaining to the formal RFB & RFP process in accordance with ordinances, state statutes, federal regulations and generally accepted public purchasing guidelines. MINIMUM QUALIFICATIONS: Bachelors Degree from an accredited college or university with major coursework in purchasing, business administration, public administration or related field; AND, typically, four years of progressively responsible experience in municipal governmental contract administration and contract management, and specialized training in contract law, and basic insurance and indemnification laws. Professional certification within the Public Procurement profession such as a Certified Professional Public Buyer (CPPB) or Certified Public Purchasing Officer (CPPO) preferred.

League Job # B044 - PROGRAMMER ANALYST

CSS Job # 905 - PROGRAMMER / ANALYST

Performs advanced journey-level duties relating to the design, development and implementation phases of new or revised electronic data processing applications. May train lower-level job classifications. May perform higher-level systems analysis duties under the supervision of the data processing manager. Responsible for writing programs (not a systems analyst, which is a more specialized position that focuses on the design work of systems and flow charting. Benchmark guidelines: Job Level: Journey-level; Education: bachelor's degree and typically, two to three years experience in programming; specialized programmer training desired; or an equivalent combination of education, training and experience.

League Job # B012.6 - PROJECT MANAGER

CSS Job # 508 - PROJECT PROCESS FACILITATOR

Performs professional level functions. Leads projects from initiation to close using agility, flexibility and an end-user-centric approach for technology and other Citywide projects. Facilitates meetings between team members, leadership, stakeholders, vendors, and other relevant parties to move project objectives forward and ensure projects are proceeding according to plan. Incumbent works with the project team to maintain communication relating to project activities with all stakeholders and is responsible for ensuring projects remain within scope. Communicates, documents and implements strategies to effectively manage changes that assist leadership, employees, and other stakeholders transition better during times of change, aids in the processes for adoption and buy-in and, reduces resistance when changes occur. (1) Journey-level. MINIMUM QUALIFICATIONS: (1) Bachelor's degree in related field and five(5)years of project management work experience with some experience managing technology projects. PMP certification preferred.

League Job # B066 - PUBLIC INFORMATION OFFICER

CSS Job # 216 - PUBLIC INFORMATION OFFICER

Performs a variety of professional and supervisory staff-level work in coordinating communications, special events and other city-wide activities with the objective of enhancing the jurisdiction's image through sound community relations and reliable dissemination of public information. FLSA: Exempt MINIMUM QUALIFICATIONS include a bachelor's degree in journalism, mass communications, public relations or related field; plus, typically, five (5) years experience in journalism or public information dissemination.

League Job # B067 - PUBLIC INFORMATION SPECIALIST

CSS Job # 217 - PUBLIC INFORMATION SPECIALIST

Performs a variety of journey-level professional generalist duties related to public information development and dissemination. Working in the area of publications, media relations, cable television and Internet communications. Coordinates and edits publications, writes speeches, coordinates special events, helps to develop key communication messages and manages graphic standards. May produce programming and development of cable channel, and may organize and develop content for Web sites. FLSA: Exempt; MINIMUM QUALIFICATIONS include a bachelor's degree in journalism, mass communications, public relations or related field; plus typically, two (2) to three (3) years of related experience.

League Job # M28 - PUBLIC WORKS DIRECTOR

CSS Job # 2025 - PUBLIC WORKS DIRECTOR /GENERAL MANAGER

a. Airport, b. building inspection, c. building maintenance, d. cemeteries, e. computer-aided drafting, f. contract administration, g. electric, h. engineering, i. environmental services, j. fleet maintenance/motor pool, k. flood control, l. garage/shops, m. landfill, n. parking operation, o. parks, p. parks maintenance, q. sanitation (refuse), r. storm drainage, s. streets, t. traffic engineering, u. wastewater, v. water treatment, w. zoning/nuisance code enforcement, x. centralized GIS, y. water resources, z. water reclamation. FLSA: Exempt; Job Level: Supervisor; Reports to: City/City/Town Manager; Education: Bachelor's Degree. Master's preferred.

League Job # S29 - PUBLIC WORKS SUPERINTENDENT

CSS Job # 2034 - PUBLIC WORKS OPERATIONS MANAGER

Under the general direction of the Town Administrator, this position is responsible for oversight of the road maintenance and capital projects as well as maintenance of the Town Park, and town signage. a. building inspection, b. building maintenance, c. cemeteries, d. computer-aided drafting, e. contract administration, f. electric, g. engineering, h. environmental services, i. fleet maintenance/motor pool, j. flood control, k. garage/shops, l. landfill, m. parking operation, n. parks, o. parks maintenance, p. sanitation (refuse), q. storm drainage, r. streets, s. supervision, t. traffic engineering, u. wastewater, v. water, w. zoning/nuisance code enforcement. QUALIFICATIONS MAY INCLUDE: a. Valid Colorado driver's license. b. Knowledge of general road maintenance c. Microsoft Office skills. d. Knowledge of all International Building Regulations and Codes. E. Certification or equivalent experience/education preferred. f. Generally a High School Diploma or GED equivalent. G. International Building Code Certification or educational equivalent.

League Job # M039 - PURCHASING MANAGER

CSS Job # 794 - PROCUREMENT MANAGER

As the highest level in the purchasing/procurement area, performs professional, supervisory and administrative duties related to directing, organizing, implementing, and coordinating the programs and activities associated with all aspects of purchasing supplies, equipment and services. Reviews and approves requisitions, supply sources, supplies, quotations, terms, etc. Handles contract negotiations covering items of major importance or magnitude. MINIMUM QUALIFICATIONS may include: Graduation from college with a bachelor's degree in business administration, finance, or related field and typically, five years of increasingly responsible professional purchasing experience, including some supervisory experience.

League Job # P23 - RECREATION AIDE

CSS Job # 1264 - RECREATION AIDE

Performs entry-level support duties in assisting field and program personnel. Performs in one or more of the following recreation program areas: (1) field/gym/fitness room monitoring; (2) coaching/officiating youth and adult programs/facilities; and (3) assisting supervisor with organizing and conducting special athletic events and programs. FLSA: Nonexempt. MINIMUM QUALIFICATIONS requires sufficient education and training to demonstrate an ability or aptitude to perform above and related duties; Plus, some previous experience in coaching or officiating recreation programs.

League Job # P24 - RECREATION CENTER RECEPTIONIST

CSS Job # 1266 - RECREATION CENTER RECEPTIONIST

Performs entry level clerical support and customer service duties. Perform front desk receptionist duties at a recreation center. Acts as cashier, performs registration and general public relations duties, answers phone and visitor inquiries, and performs general administrative duties. FLSA: Nonexempt. MINIMUM QUALIFICATIONS may include graduation from high school; plus, some previous experience as a receptionist, performing public relations or cashiering duties.

League Job # B107 - RECREATION COORDINATOR

CSS Job # 1270 - RECREATION COORDINATOR

Leads and implements particular recreational activities and programs. Responsible for the overall operation of one or more of the following programs: athletics, fitness, senior programs, youth and teen programs, youth activities, performing arts, special events, arts and crafts, aquatics and/or outdoor recreation programs. Assists with budget preparation and monitors program expenditures. Benchmark Guidelines: FLSA: Exempt; Job Level: Journey-level, excludes facility managers; Education: bachelor's degree in recreation or related field; Work Experience: typically, two years of related experience.; Certification: Certification applicable to program area. Colorado Driver's license. Ability to obtain first aid/CPR certification and/or Automatic Emergency Defib.

League Job # B108 - RECREATION FACILITY SUPERVISOR

CSS Job # 1265 - RECREATION CENTER MANAGER

Responsible for overall operation of a recreation center by coordination of activity and program schedules; coordinates, prepares and administers facility budget; develops and implements marketing programs; administers facility and equipment maintenance. Benchmark Guidelines: FLSA: Exempt; Job Level: Supervisor; Reports to: typically reports to highest recreation management level; Education: bachelor's degree in recreation facility management or related field; Work Experience: typically, three to five years of applicable experience; Certification: Certification applicable to program area. Colorado Driver's license. Ability to obtain first aid/CPR certification and/or Automatic Emergency Defib.

League Job # M29 - RECREATION MANAGER/ DIRECTOR

CSS Job # 1251 - RECREATION MANAGER/DIRECTOR

Functioning as the highest level recreation position, performs some or all of the following: a. managerial and executive duties related to planning, organizing and directing the recreation department, b. manages multi-faceted operations which includes some or all of the following: arts/crafts/dance classes, athletic classes, cross-age classes, cultural facilities, facilities maintenance, golf course, ice arena, indoor pools, lighted ball fields, outdoor pools, outdoor/environmental programs, personal improvement/growth classes, pre- and after-school programs, ranger interpretive programs, recreation centers, senior center, c. special population programs (physically or developmentally disabled, economically disadvantaged), d. sports leagues, tennis courts, and trail interpretive programs, d. Develops and manages budget(s) and monitors fiscal condition of the department, e. Performs program contract management, f. Directs supervisory personnel responsible for various programs and day-to-day operations, g. Makes decisions affecting staff retention, advancement or discharge.

League Job # B109 - RECREATION PROGRAMS SUPERVISOR

CSS Job # 1275 - RECREATION SUPERVISOR

Responsible for the City's general recreation programs including development, implementation and evaluation of related programs and services. Supervises all general recreation program employees. Responsible for the following program areas: sports and athletics, youth and family recreation, adult/senior recreation, community events, gymnastics, fitness and outdoor recreation. Also responsible for developing, monitoring and accounting for program revenue and expenses. Benchmark Guidelines: FLSA: Exempt; Job Level: Supervisor; Reports to: Typically reports to Director of Recreation; Education: bachelor's degree in recreation or related field; Work Experience: Five or more years experience developing and implementing multiple recreation programs; typically, four or more years supervisory experience; Certification: Certification applicable to program area. Colorado Driver's license. Ability to obtain first aid/CPR certification and/or Automatic Emergency Defib.

League Job # S30 - REFUSE DRIVER/COLLECTOR

CSS Job # 2070 - SANITATION/SOLID WASTE COLLECTOR II

a. refuse/trash collection, b. snow removal, c. storm drainage system maintenance and repair, d. street cleaning, e. vehicle maintenance.

League Job # B068 - RISK COORDINATOR

CSS Job # 221 - RISK ANALYST

Performs a variety of administrative duties related to planning, organizing, coordinating and implementing risk management, loss prevention, inspections, safety and other programs. Conducts training seminars to promote awareness and program compliance. Identifies exposures; appraises, analyzes and evaluates exposures to accidental, legal and regulatory losses through surveys, inspections, records and contract reviews. Assists in master planning; performs cost studies. Coordinates, negotiates and initiates contracts with outside vendors, carriers and insurance providers. Manages claims processing activities; reviews claim and determines validity and liability; conducts general investigations of claims and makes recommendations as to legal action. Makes recommendations to legal staff affecting the litigation of risk, health and safety claims. MINIMUM QUALIFICATIONS may include graduation from a college or university with a bachelor degree in public administration, human resource management, environmental science, or related field; and typically, one to two(1-2) years of related experience; or an equivalent combination of education and experience.

League Job # M30 - RISK MANAGER/HIPAA

CSS Job # 222 - HEALTH/SAFETY/RISK MANAGER

Performing possibly as a functional manager, performs some or all of the following: a. commercial Drivers License (CDL) programs, b. employee safety and related training programs, c. insurance program for volunteers, d. liability for damage to public property, e. liability insurance programs, f. Material Safety Data Sheet (MSDS) program, g. physician/hospital referrals, h. prepares departmental cost allocations, i. prepares insurance fund budget, j. property insurance programs, k. third-party liability claims from accidents, l. health benefits, occupational health clinic, m. HIPAA officer, n. emergency preparedness/management.

League Job # M31 - SALES AND USE TAX MANAGER

CSS Job # 798 - SALES & USE TAX MANAGER

Performs some or all of the following: a. managerial and supervisory duties related to planning, organizing, directing and coordinating the functions of the "Sales & Use Tax" division or department, b. Coordinates the auditing of sales & use tax accounts to assure accuracy and monitor program revenues, c. Develops and recommends annual budget(s); d. monitors budget activity to assure compliance with established fiscal guidelines, e. Oversees and/or initiates collection actions on delinquent accounts, f. Oversees the process of monitoring business licensing in compliance with established statutes, codes or ordinance, g. Directs various special projects related to fiscal research, revenue generation, etc., h. Directs or conducts staff training related to department methods, practices and procedures, i. Makes recommendations affecting employee status, including retention, advancement, discipline and discharge.

League Job # B035 - SALES TAX AUDITOR

CSS Job # 799 - SALES TAX AUDITOR

Under the general direction of the sales tax supervisor, audits the financial records of taxpaying businesses to ensure that local sales, use, accommodations and admissions taxes are properly and timely paid. Writes and follows audit procedures. Researches tax laws and assists in the interpretation of relevant city codes. Recommends tax-exempt status to the finance director. MINIMUM QUALIFICATIONS include a bachelor's degree in accounting; typically, two to four (2-4) years previous experience in auditing.

League Job # P25 - SCHOOL CROSSING GUARD

CSS Job # 1610 - CROSSING GUARD

Responsible for assisting and monitoring the activities of elementary school children along public right-of-way during school hours.

League Job # P26 - SCOREKEEPER

CSS Job # 1272 - SCOREKEEPER

Sets up and takes down game equipment. Contact managers to secure game/team line-up. Scores contest and updates standings. Assist in rule enforcement and injury/emergency situations in absence of supervisor. Benchmark Guidelines: FLSA: Nonexempt; Job Level: Entry-level; Work Experience: Requires knowledge of specific sport rules and scoring regulations.

League Job # B021.5 - SENIOR CIVIL ENGINEER

CSS Job # 478 - SENIOR CIVIL ENGINEER

Performs advanced professional work in civil engineering, independently performing the most complex and varied engineering duties associated with the planning, location, design, construction, or maintenance or operation of roads, bridges, buildings, water projects or with materials testing and research. Functions as the primary engineer for a geographical area, aspect of a program, or multiple complex projects. Requires a bachelor's degree in Civil Engineering, a current license as a professional engineer, and typically, 3-5 years progressive experience.

League Job # B044.5 - SENIOR PROGRAMMER ANALYST

CSS Job # 906 - PROGRAMMER / ANALYST, SENIOR

Under general direction, develops and modifies software applications programs of a high degree of complexity and scope. Designs, codes, tests, debugs and documents those programs. Provides expert competency to carry out or participate in problem analysis and system design preparatory to development of programs. May advise other Programmer/Analyst staff on operating problems of assigned programs and provide critical review. May provide technical assistance to lower classifications. Competent to work at the highest technical level of all phases of applications programming activities. Exclude system analyst/ programmers. Typically requires a BA/BS or equivalent and typically, a minimum 6 years of experience in software application development, programming and analysis.

League Job # M32 - SENIOR SERVICES DIRECTOR

CSS Job # 226 - SENIOR SERVICES DIRECTOR

Functioning as the highest level Senior Services position, performs some or all of the following: a. managerial and supervisory duties related to planning, organizing and coordinating the development and delivery of senior services and programs, b. Works and coordinates with community agencies, organizations, and businesses, c. Negotiates with cooperating organizations to develop fee-based services and monitors related operations, d. Oversees and performs fiscal development and management of Senior Services Division budget and assures compliance with established fiscal guidelines, e. Organizes fund raising events, f. Performs grant writing, g. Conducts ongoing needs assessment of senior population and determines target population priorities, h. Establishes program goals and objectives and develops implementation strategies, i. Oversees ongoing senior services, i.e., Meals-on-wheels program.

League Job # B059 - SKILLED CRAFT SPECIALIST-LICENSED

CSS Job # 608 - SKILLED CRAFT SPECIALIST (LICENSED)

Performs journey level, skilled trades work in the maintenance, repair and/or installation of a variety of equipment and/or facilities, requiring licensure or certification in skilled trades such as electrical, heating, air conditioning, plumbing, refrigeration, etc. Reviews blueprints and/or schematics and maintains reference files, manuals and inventory records. May act as a lead worker providing training and project quality control. FLSA: Nonexempt MINIMUM QUALIFICATIONS include High School diploma or equivalent; plus, typically, two (2) years of related experience in electrical; heating, ventilating and air conditioning (HVAC); plumbing, refrigeration, etc.; Certification: requires licenses or certifications in the specific trade fields of HVAC, electrical, plumbing, etc.

League Job # B123 - STORMWATER COORDINATOR

CSS Job # 2083 - STORMWATER COORDINATOR

Provides technical, professional, and administrative support to the stormwater program as mandated by State and Federal regulations. Typically a non-exempt position.

League Job # B124 - STORMWATER MANAGER

CSS Job # 2084 - STORMWATER MANAGER

Directs, manages, supervises and coordinates the activities and operations of the programs associated with the stormwater division. Responsible for the program, budget, financial management, and overall effectiveness of the program, which includes maintenance and operations.

League Job # M33 - STREET SUPERINTENDENT

CSS Job # 2090 - STREET SUPERINTENDENT

Functioning at the highest level in the street department, performs some or all of the following: a. bridge construction/repair, b. refuse collection, c. snow removal, d. storm drainage system maintenance and repair, e. street cleaning, f. street maintenance and repair, g. trail maintenance, h. vehicle maintenance, i. weed control, j. traffic. FLSA: Exempt; Job Level: Supervisor; Work Experience: typically, minimum of five years experience including two years in a supervisory capacity; Certification: Related certification required.

League Job # B024 - SURVEY PARTY CHIEF

CSS Job # 396 - SURVEY PARTY CHIEF

Functions as party chief on routine design surveys and construction projects. Collects and correlates data, makes necessary analyses and computations from field notes, specifications and legal descriptions. Assigns work and directs survey personnel to ensure accurate and efficient completion of assignments. Position requirements: (1) typically, three to five years experience in field surveying; (2) land surveyor's license not required; (3) excludes head of organization's surveying function; (4) may perform supervisory duties.

League Job # B024.5 - SURVEY PARTY CHIEF, LICENSED

CSS Job # 394 - SURVEYOR

Functions as part chief on routine design surveys and construction projects. Collects and correlates data, makes necessary analyses and computations from field notes, specifications and legal descriptions. Assigns work and directs survey personnel to ensure accurate and efficient completion of assignments. Position requirements: five or more years experience in field surveying and Colorado Professional Land Surveyor Certification or Certification or an equivalent combination of education, training and experience.

League Job # B025 - SURVEY TECHNICIAN

CSS Job # 395 - SURVEY TECHNICIAN

Performs rod, chain and instrument duties on a field survey crew while doing topographic, construction staking and right-of-way surveying; assists in field and office research; performs survey math calculations and reduces field notes using scientific calculator or personal computer. Drives stakes, clears brush, sets survey markers and discovers existing monumentation. Position requirements: (1) typically, two to three years surveying experience; (2) do not include lead-workers; (3) not an entry-level position; (4) land surveyor's license not required.

League Job # B125 - SUSTAINABILITY SPECIALIST/PLANNER

CSS Job # 580 - ENERGY CONSERVATION & SUSTAINABILITY SPECIALIST/PLANNER

Implements and ensures organization-wide energy conservation and sustainability efforts and programs that may include zero waste, energy efficiency, renewable energy, land use, green building or transportation. Provides guidance and consultation to the departments and the public regarding sustainability programs, costs, timelines, and other related activities. Researches and reports on assigned topics, develops programs and policies, evaluates the impact of programs and policies, and performs other duties related to a sustainability agenda both, internally and externally. Makes presentations to governing body and community groups. Bachelor's degree in Environmental Science, Environmental Policy, Renewable Resources, or Environmental Management or a related field and two years of professional experience is required. A Masters degree in a related discipline is preferred, as is CEM (Certified Energy Manager) or LEED (Leadership in Energy and Environmental Design) certification.

League Job # B045 - SYSTEMS ADMINISTRATOR

CSS Job # 911 - SYSTEMS ADMINISTRATOR

Responsible for the management of agency's centralized computer systems, peripheral equipment, and LAN and WAN. Complete technical support and administration of centralized systems and data networks. Drafts plan for backup and recovery of all operating systems in the event the entire system fails. This is a non-supervisory position. Benchmark guidelines: Job Level: Journey Level; Education: bachelor's degree in computer science or related field; Work Experience: typically, two to three years experience in computer systems administration, or an equivalent combination of education, training and experience..

League Job # B045.5 - SYSTEMS ADMINISTRATOR, SENIOR

CSS Job # 912 - SENIOR SYSTEMS ADMINISTRATOR

Performs duties related to the management of an agency's centralized computer systems, peripheral equipment, and LAN and WAN. Oversees and coordinates the complete technical support and administration of centralized systems and data networks. Drafts plan for backup and recovery of all operating systems in the event the entire system fails. Oversees on-call staff and be available at times to respond to weekend or after-hours system problems. MINIMUM QUALIFICATIONS include a bachelor's degree in computer science or related field; plus, typically, three (3) to five (5) years experience in computer systems administration, or an equivalent combination of education, training and experience.

League Job # B046 - SYSTEMS ANALYST

CSS Job # 915 - SYSTEMS ANALYST

Performs skilled and specialized work in the design, development and maintenance of system specifications and computer programs. Provides project development, direction and team management in the areas of analysis, design, programming, testing, troubleshooting, documentation, implementation, system review and ongoing system support. Benchmark guidelines: Job Level: Journey-level; Education: bachelor's degree in computer science or related field; Work Experience: typically, two to three years experience in complex computer programming and systems analysis and implementation, or an equivalent combination of education, training and experience.

League Job # B046.5 - SYSTEMS ANALYST, SENIOR

CSS Job # 916 - SENIOR SYSTEMS ANALYST

Performs skilled lead-worker and specialized work in the design, development and maintenance of system specifications and computer programs. Provides project development, direction and team management in the areas of analysis, design, programming, testing, troubleshooting, documentation, implementation, system review and ongoing system support. MINIMUM QUALIFICATIONS include a bachelor's degree in computer science or related field; plus, typically, three (3) to six (6) years experience in complex computer programming and systems analysis and implementation, or an equivalent combination of education, training and experience.

League Job # B135.5 - TELECOMM ANALYST

CSS Job #	918 - TELECOMMUNICATION ANALYST
	Evaluates, designs and maintains existing or proposed voice and data telecommunication systems. Analyzes the needs of the user and recommends solution to the hardware and or software systems. Prepares detailed specifications and flowcharts for implementation of new internal programs or modifications to vendor software. Designs, develops and tests communications software interface programs. Coordinates installation of hardware. Monitors the operations of data telecommunications systems and services of vendors. Benchmark Guidelines: Job Level: Journey level. Education Level: Typically requires high school graduation or equivalent supplemented by other technical training. Experience Level: typically, three years experience in telecommunications.
League Job #	B135 - TELECOMM SYSTEM COORDINATOR
CSS Job #	917 - TELECOMMUNICATIONS SYSTEM COORDINATOR
	Coordinates the activities of organization-wide telecommunications function in providing telephone and related services to all facilities. Researches current technology and develops long range goals; assesses telecommunications requirements of departments and makes recommendations on purchases; coordinates with Information Technology regarding telecommunications support for dial-up to mainframe, coaxial elimination modules, and modem support. Benchmark Guidelines: Education Level: Typically requires Associates degree with coursework in Telecommunications. Experience Level: typically, five years of experience in telecommunications.
League Job #	B073 - TELEVISION SERVICES COORDINATOR
CSS Job #	398 - TELEVISION SERVICES COORDINATOR
	Performs a variety of supervisory and technical duties as needed to coordinate and direct the operation of the City's municipal access cable channel including: design, implementation, and acquisition of programs; produces original television programming; and, troubleshoots any technical problems associated with broadcasts. FLSA: Exempt MINIMUM QUALIFICATIONS include a Bachelor's degree in broadcasting, communications or related field. Master's preferred; plus, typically, Five (5) years of related experience.
League Job #	S06 - TOWN ADMINISTRATOR/CLERK
CSS Job #	233 - TOWN ADMINISTRATOR / CLERK
	a. Accounting, b. administrative assistant, c. bookkeeping, d. budget preparation, e. certified municipal clerk, f. elections, g. finance, h. human resources, i. information technology, j. licensing, k. motor vehicle, l. municipal records, m. permits, n. recording secretary to council treasurer.
League Job #	B026A - TRAFFIC ENGINEER
CSS Job #	539 - TRAFFIC ENGINEER
	Performs professional duties as needed to organize and direct activities and functions of the traffic engineering program. Performs some or all of the following: a. develops and implements traffic capital improvement program; b. develops and coordinates traffic control planning, implementation, operation and maintenance for traffic signals, signs and street markings; c. reviews and analyzes transportation studies and accident statistics; and d. represents the city/county with various intergovernmental transportation agencies. Non-supervisory position. MINIMUM QUALIFICATIONS: include a bachelor's degree in civil engineering; plus, registration as a Professional Engineer; and typically, four (4) years experience in traffic engineering.
League Job #	B026 - TRAFFIC ENGINEERING MANAGER
CSS Job #	540 - TRAFFIC ENGINEERING MANAGER
	Performs various supervisory and managerial duties as needed to organize and direct activities and functions of the traffic engineering unit; develops and implements traffic capital improvement program; develops and coordinates traffic control planning, implementation, operation and maintenance for traffic signals, signs and street markings; reviews and analyzes transportation studies and accident statistics; represents the city/county with various intergovernmental transportation agencies; supervises and evaluates assigned employees. MINIMUM QUALIFICATIONS include a bachelor's degree in civil engineering; plus, registration as a Professional Engineer; and typically, four (4) years experience in traffic engineering.
League Job #	B027 - TRAFFIC SIGNAL TECHNICIAN
CSS Job #	541 - TRAFFIC SIGNAL TECHNICIAN
	Performs skilled journey-level work in the installation, maintenance and repair of traffic control and signal systems. Times signals, tests and maintains signal systems mainly in the field. MINIMUM QUALIFICATIONS include graduation from high school; plus, typically, two (2) years of increasingly responsible traffic system repair and maintenance experience. Positions in this classification do not include lead-workers.
League Job #	B028 - TRAFFIC TECHNICIAN
CSS Job #	2060 - SIGN TECHNICIAN
	Performs manual operation of post drivers and post removers. Operates paint striping and surface grinding equipment. Assembles and installs wood or metal traffic control signs. Responsible for inspection of traffic signs to assure compliance with the Manual on Uniform Traffic Control Devices (MUTCD) for all roadway classifications. Position requirements: (1) course work or training on MUTCD Guidelines; (2) typically, three years of related work experience.
League Job #	M34 - TRANSPORTATION DIRECTOR
CSS Job #	2410 - TRANSIT SYSTEM DIRECTOR
	a. airport, b. bus system planning, c. parking enforcement, d. planning and mapping, e. street system planning, f. traffic engineering, g. trail/bikeway maintenance.
League Job #	B013 - TRANSPORTATION PLANNER
CSS Job #	361 - TRANSPORTATION PLANNER
	Performs professional duties related to initiating and coordinating long-range transportation planning projects in support of city or county transportation goals. Serves as liaison to advisory boards, community groups, governmental agencies and others concerned with transit planning issues; represents the city or county at public hearings. May coordinate regional transportation studies, demonstration projects, etc. MINIMUM QUALIFICATIONS include a bachelor's degree in transportation, urban planning or transportation planning; plus, typically, four(4) to five (5) years of transit/transportation planning experience.
League Job #	S10 - TREASURER/BOOKKEEPER
CSS Job #	145 - CITY TREASURER
	a. accounting, b. audits, c. bookkeeping, d. budget preparation, e. central files, f. certified municipal clerk, g. elections, h. finance, i. financial officer/director, j. information technology, k. investing, l. licensing, m. payroll, n. permits, o. purchasing, p. sales tax auditing, q. treasurer, r. utility accounting billing.
League Job #	B036 / S32 - UTILITY BILLING CLERK
CSS Job #	730 - BILLING CLERK
	Prepares utility billing statements and reviews billing reports. Reviews and corrects account problems. Maintains billing records by filing billing reports. Resolves minor customer account problems in a timely manner. Provides coverage for the counters and telephones. Suggests improvements to billing system. Position requirements: (1) high school diploma or equivalent; (2) typically, one year experience in the customer service field.
League Job #	B037 - UTILITY BILLING SUPERVISOR
CSS Job #	735 - BILLING SUPERVISOR
	Supervises utility billing staff. Interacts with other divisions, departments and outside organizations, coordinates work processes, advises and/or recommends system or procedure changes. Promotes high level of customer service by ensuring timely and responsive resolution to customer inquiries and complaints by the staff as well as personally. Ensures compliance with delinquency procedures of the City. Compiles data for and prepares regularly scheduled and special accounting reports, analyses and statements. Position requirements: (1) first-level supervisor; (2) typically, two years supervisory experience in an office/customer service environment; (3) exempt under FLSA.
League Job #	B099.5 - VICTIM ADVOCATE
CSS Job #	1809 - VICTIM ADVOCATE
	Performs day-to-day delivery of victim/witness services; cooperates and assists deputy attorneys in the preparation of complaints and warrants related to sex offenses and child protection cases; responds to discovery requests, motions, briefs, jury instructions, court orders, bench warrants, petition notices, subpoenas, stipulations, "imminent danger" processes, etc. May assist to conduct in-service workshops in the routine aspects of victim/witness assistance; upon request, presents information to citizen groups and school groups regarding victim/witness program. Receives and performs basic reviews cases set for court appearance; performs case data entry regarding identification victims and witnesses; conducts preliminary or introductory screenings to identify level and type of services appropriate to the individual case; sets up files as needed to monitor level and success of victim/witness services; assures confidentiality of file materials. Maintains "safe environment" to promote effective communications between victims, witnesses and legal staff; assists victims in locating and receiving special services and assistance, such as medical, personal therapy, etc.. Assists with case analysis, research and background checks; assists with the preparation of restitution statements; may offer in-court testimony; provides special information to crime victims seeking restitution or legal remedies; provides forms and appraises individuals of special services and related processes. MINIMUM QUALIFICATIONS may include graduation from college with an associate degree with course work specifically related to psychology, social work or related field, AND, typically, one(1) year of experience performing above or related duties; OR An equivalent combination of education and experience. May also be required to obtain recognition as a Social Service Worker (SSW) or Certified Social Worker (CSW).
League Job #	B099 - VICTIM ADVOCATE/WITNESS COORDINATOR
CSS Job #	1810 - VICTIM / WITNESS COORDINATOR



Coordinates and administers victims services programs, including: assistance to victims of violent crime and assisting victims of crime to regain financial losses; offers individual and family support, assistance and information on criminal justice system, support agency referrals, emergency shelter and Other: immediate needs; conducts follow-up assistance, provides information and progress on the cases and monitors responsiveness of service agencies; coordinates interagency activities; may administer grant funds; supervises victim advocates, volunteers and Other: assigned personnel. Benchmark Guidelines: FLSA: Exempt; Job Level: First line supervisor; Education: Bachelors. Masters preferred; Work Experience: typically, three to five years victim services assistance experience.

League Job # M37 - WASTEWATER MANAGER/ SUPERINTENDENT

CSS Job # 2050 - WASTEWATER SUPERINTENDENT

As the highest level reporting to a department head, performs some or all of the following: a. Supervises personnel; monitors work progress and employee performance, assists the Public Works Director in hiring, training, and terminating personnel. b. Prioritizes and schedules work. c. Manages sewer collection system; plans and coordinates line maintenance and installation; monitors system to assure compliance with engineering requirements; d. monitors flood plain and drain systems to assure proper management of seasonal run-off. e. oversees treatment plant operations; f. Prepares and negotiates Department budget. g. Handles incoming complaints from the public regarding the department. h. Provides recommendations to the department head for the purchasing of all major equipment. i. Inspects work for accuracy and effectiveness. j. Completes statistical reports annually regarding work performed by the wastewater division.

League Job # M038 - WATER DISTRIBUTION/WASTEWATER COLLECTIONS SUPERINTENDENT

CSS Job # 2165 - WATER SUPERINTENDENT

Performs various administrative, supervisory and managerial duties as needed to operate and maintain water distribution and wastewater collection systems. Oversees the planning, policies and programs related to installation, repair and maintenance of water and wastewater systems including infrastructure maintenance and improvement, locates and correcting water and sewer lines. Prepares division budget. This exempt position is not involved in water and/or wastewater treatment. Typically reports to the Director of Utilities or Director of Public Works. MINIMUM QUALIFICATIONS: Bachelor's degree in Public Administration, Civil Engineering, environmental services or closely related field (or equivalent work experience) and five years of progressively responsible experience in utility operations, typically, including at least two years at the supervisory level.

League Job # M36 - WATER MANAGER/SUPERINTENDENT

CSS Job # 2195 - WATER / WASTEWATER SUPERINTENDENT

Functions at the highest level reporting to a department head, performs some or all of the following: a. lab operation, b. storm water management, c. water distribution, d. water quality, e. water resources, f. water supply, g. water treatment plant. FLSA: Exempt; Reports to: Director.

League Job # B122 - WATER RESOURCES ANALYST

CSS Job # 2164 - WATER RESOURCES ANALYST

Performs a variety of journey-level, technical duties related to water quality, water quantity, water rights, and water conservation programs. Analyzes technical documents and writes reports, performs quality assurance verification of data, makes presentations for local groups, responds to citizen and business requests for information, and compiles information for outside agency requests. FLSA: Exempt. MINIMUM QUALIFICATIONS may include a Bachelor's degree environmental sciences; plus, typically, two (2) years experience performing above or related duties.

League Job # M35 - WATER/ WASTEWATER (UTILITY) DIRECTOR

CSS Job # 2194 - WATER/WASTE WATER (UTILITY) DIRECTOR

Performs some or all of the following: a. managerial duties related to planning, organizing, directing and controlling operations of a multi-divisional department, which may include flood control, gas, lab operation, storm water management, utilities billing, utilities design, wastewater collection, wastewater treatment, water distribution, water quality, water resources, water supply, water treatment, etc., b. Manages departmental budgets, c. Makes recommendations for utility user fees, d. acts as public utility liaison with steering committees, action groups and public utility boards. FLSA: Exempt.

League Job # B114 - WATER/WASTEWATER TREATMENT PLANT OPERATOR A

CSS Job # 2140 - WASTEWATER TREATMENT PLANT OPERATOR IV

Responsible for the operation, maintenance, and servicing of a water or wastewater treatment facility. Duties may include: (1) monitoring plant operations; (2) performing preventive or corrective maintenance; (3) sampling and analysis; (4) conducting periodic inspections; and (5) record keeping. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-Level ; Education: High school diploma or equivalent; Work Experience: typically, minimum four years of experience; Certification: Colorado Class 'A' treatment plant operator's license.

League Job # B115 / S31 - WATER/WASTEWATER TREATMENT PLANT OPERATOR B

CSS Job # 2135 - WASTEWATER TREATMENT PLANT OPERATOR III

Responsible for the operation, maintenance, and servicing of a water or wastewater treatment facility. Duties may include: (1) monitoring plant operations; (2) performing preventive or corrective maintenance; (3) sampling and analysis; (4) conducting periodic inspections; and (5) record keeping. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-Level; Education: High school diploma or equivalent; Work Experience: typically, minimum three years of experience; Certification: Colorado Class 'B' treatment plant operator's license.

League Job # B116 - WATER/WASTEWATER TREATMENT PLANT OPERATOR C

CSS Job # 2130 - WASTEWATER TREATMENT PLANT OPERATOR II

Responsible for the operation, maintenance, and servicing of a water or wastewater treatment facility. Duties may include: (1) monitoring plant operations; (2) performing preventive or corrective maintenance; (3) sampling and analysis; (4) conducting periodic inspections; and (5) record keeping. Benchmark guidelines: FLSA: Nonexempt; Job Level: Journey-Level; Education: High school diploma or equivalent; Work Experience: typically, minimum two years of experience; Certification: Colorado Class 'C' treatment plant operator's license.

League Job # B117 - WATER/WASTEWATER TREATMENT PLANT OPERATOR D

CSS Job # 2125 - WASTEWATER TREATMENT PLANT OPERATOR I

Responsible for the operation, maintenance, and servicing of a water or wastewater treatment facility. Duties may include: (1) monitoring plant operations; (2) performing preventive or corrective maintenance; (3) sampling and analysis; (4) conducting periodic inspections; and (5) record keeping. Benchmark guidelines: FLSA: Nonexempt; Job Level: Entry-level; Education: High school diploma or equivalent; Certification: Colorado Class 'D' treatment plant operator's license.

League Job # B047 - WEB DEVELOPER

CSS Job # 921 - WEB DEVELOPER

Performs a variety of Journey-level WEB management duties. Establishes updates and maintains the municipality's Web site. Develops operational processes and procedures; guidelines for content submission and review; standardizes style guides for text, appearance and site navigation; and web page templates to assist others in providing and updating content. MINIMUM QUALIFICATIONS may include bachelor's degree in computer information systems or computer science; Plus, typically, two (2) to three (3) years of related experience.

**Colorado Municipal League**  
**Management Benefits Category Summary Report**  
**4/13/2020**

Entity	Last Updated	Description
BRECKENRIDGE	01/09/2020	
CRESTED BUTTE	02/28/2020	TCV value is monthly amount for an employee only coverage and the minimum retirement contribution. This is the minimum amount of TCV. TCV amount would be much higher for employee with dependents and one at the maximum retirement % of 12.
DURANGO	03/03/2020	
STEAMBOAT SPRINGS	07/15/2013	
DENVER	12/13/2012	
GOLDEN	02/21/2017	Approximately 30-35% TCV for full-time employee.
COLORADO SPRINGS	02/19/2020	
BRIGHTON	04/05/2012	All employees receive an annual pass to the Recreation Center.
FORT COLLINS	03/21/2016	
PUEBLO	02/29/2016	
GRAND JUNCTION	03/15/2018	
AURORA	02/03/2012	
ALAMOSA	02/29/2016	
ARVADA	01/01/2020	
BROOMFIELD	01/24/2019	The \$1.65 represents the monthly EAP premium.
BUENA VISTA	11/06/2013	Health facility
CANON CITY	02/22/2012	
COMMERCE CITY	02/26/2016	TCV dollar Adjustments: EAP \$4.12, and travel allowance
GLENWOOD SPRINGS	03/28/2016	401k - 4% Base (29,560) 401k - 3% Match (22,170) 401a ? 7.5% Match (19,260) (Police/Fire Only-City does not pay the 6.2% FICA tax for these employees)
GREENWOOD VILLAGE	01/01/2012	
GYPSUM	03/06/2020	
LAFAYETTE	02/20/2019	
LAKEWOOD	04/10/2017	
LONGMONT	04/01/2016	
LOUISVILLE	07/10/2014	Life insurance estimated average premium for \$50k annual salary @ .85 per 1000 of policy face value. Adjusted dollar figure includes EAP monthly cost of \$2.25 and \$35 monthly for city recreation facility membership. Additional .083% is the worker's comp cost.
LOVELAND	02/21/2017	
MOUNTAIN VILLAGE	01/15/2019	Ski pass/ wellness benefit
NORTHGLENN	01/25/2019	
STERLING	03/18/2016	
SUPERIOR	02/02/2017	
THORNTON	03/17/2016	Life insurance is \$.10/\$1000.00 coverage. Estimate average salary of \$35,000.00 per year.
WESTMINSTER	02/22/2017	Medical / Dental is a blended rate. Survivor Income benefit is .62% of insured earnings. (Life Insurance calculated by multiplying average salary divided by \$1000.00 times the City's Life Insurance Rate-currently at .19) STD is self-funded coming out of individuals department budget at 60% for a maximum of 480 hours after 480 hours of Major Illness leave pay at 100%. (entered 1 cent in the dollar field on each of the categories)
WOODLAND PARK	02/26/2016	Average costs includes HSA/HDHP health, dental, vision, life insurance and dependent life insurance.
AVON	03/06/2017	
DELTA	03/16/2012	Dental plan administration costs.
ERIE	03/06/2020	
MONTE VISTA	01/28/2015	
TRINIDAD	04/24/2015	
CARBONDALE	03/20/2012	
MONTROSE	03/06/2020	
CEDAREDGE	02/12/2020	
CRIPPLE CREEK	03/01/2018	
ESTES PARK	02/22/2018	
FIRESTONE	04/04/2016	
GUNNISON	02/06/2020	Health Insurance is for a PPOIII Family plan. The employer pays 75% of monthly premium for health, dental, vision and life insurance. City pays for membership to community center \$18.25/mo and EAP program \$1.95/mo..
LAMAR	03/02/2017	The City of Lamar has two pension plan that employees choose from. Social Security or the Intergrated Define Contribution plan. When first hired employee needs to select which plan they want to participate in.
YUMA	03/18/2012	
MANITOU SPRINGS	02/26/2016	
WHEAT RIDGE	02/25/2014	TCV Adjst.-Consolidated Paid Time Off Plan
WINDSOR	03/16/2018	
RIDGWAY	02/07/2019	Wellness Program
TIMNATH	05/03/2011	Up to \$800 per month (only to amt of premiums) toward health, dental, life & health. If you don't use it, you lose it - no cash paid out.

SOUTH FORK

02/20/2015

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**Colorado Municipal League**  
**Management Dental Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
ALAMOSA	\$38.37	\$28.78	75.01%	\$76.74	\$57.56	75.01%	\$86.71	\$65.03	75.00%	\$127.03	\$95.27	75.00%
ARVADA	\$41.30	\$33.04	80.00%	\$0.00	\$0.00	0.00%	\$83.17	\$66.54	80.00%	\$135.29	\$108.23	80.00%
AURORA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
AVON	\$62.25	\$55.15	88.59%	\$121.22	\$107.02	88.29%	\$121.22	\$107.02	88.29%	\$209.69	\$184.85	88.15%
BRECKENRIDGE	\$52.00	\$29.12	56.00%	\$98.00	\$54.88	56.00%	\$133.00	\$74.48	56.00%	\$167.00	\$93.52	56.00%
BRIGHTON	\$33.18	\$33.18	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$92.43	\$69.33	75.01%
BROOMFIELD	\$41.02	\$36.82	89.76%	\$60.92	\$41.02	67.33%	\$60.92	\$41.02	67.33%	\$116.05	\$66.47	57.28%
BUENA VISTA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CANON CITY	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CASTLE ROCK	\$2.19	\$0.00	0.00%	\$12.44	\$0.00	0.00%	\$11.96	\$0.00	0.00%	\$19.20	\$0.00	0.00%
CEDAREDGE	\$42.01	\$0.00	0.00%	\$78.78	\$0.00	0.00%	\$78.78	\$0.00	0.00%	\$103.31	\$0.00	0.00%
COLORADO SPRINGS	\$48.00	\$34.00	70.83%	\$110.00	\$44.00	40.00%	\$89.00	\$44.00	49.44%	\$135.00	\$44.00	32.59%
COMMERCE CITY	\$27.91	\$26.25	94.05%	\$57.91	\$34.17	59.01%	\$0.00	\$0.00	0.00%	\$68.33	\$48.00	70.25%
CRESTED BUTTE	\$42.00	\$42.00	100.00%	\$87.00	\$87.00	100.00%	\$109.00	\$109.00	100.00%	\$146.00	\$146.00	100.00%
CRIPPLE CREEK	\$32.69	\$32.69	100.00%	\$66.70	\$32.69	49.01%	\$87.48	\$32.69	37.37%	\$129.37	\$32.69	25.27%
DELTA	\$20.24	\$15.20	75.10%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$47.86	\$35.84	74.89%
DENVER	\$39.58	\$25.24	63.77%	\$87.88	\$51.08	58.12%	\$79.16	\$47.50	60.01%	\$140.92	\$79.26	56.24%
DURANGO	\$68.00	\$61.17	89.96%	\$99.56	\$61.17	61.44%	\$99.56	\$61.17	61.44%	\$132.02	\$61.17	46.33%
ENGLEWOOD	\$47.48	\$42.73	90.00%	\$0.00	\$0.00	0.00%	\$73.53	\$62.50	85.00%	\$119.34	\$95.47	80.00%
ERIE	\$31.80	\$31.80	100.00%	\$62.56	\$53.89	86.14%	\$74.08	\$63.25	85.38%	\$113.17	\$93.67	82.77%
ESTES PARK	\$42.82	\$38.52	89.96%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$125.32	\$112.52	89.79%
FORT COLLINS	\$58.05	\$47.25	81.40%	\$73.16	\$47.25	64.58%	\$79.65	\$47.25	59.32%	\$90.44	\$47.25	52.24%
FORT LUPTON	\$32.10	\$32.10	100.00%	\$64.20	\$48.14	74.98%	\$0.00	\$0.00	0.00%	\$124.65	\$78.37	62.87%
GLENWOOD SPRINGS	\$15.23	\$0.00	0.00%	\$32.31	\$0.00	0.00%	\$43.85	\$0.00	0.00%	\$59.08	\$0.00	0.00%
GOLDEN	\$38.40	\$28.80	75.00%	\$0.00	\$0.00	0.00%	\$65.50	\$30.90	47.18%	\$117.62	\$46.72	39.72%
GRAND JUNCTION	\$42.95	\$42.95	100.00%	\$75.46	\$75.46	100.00%	\$101.46	\$101.46	100.00%	\$134.01	\$134.01	100.00%
GREELEY	\$25.00	\$25.00	100.00%	\$0.00	\$0.00	0.00%	\$51.00	\$33.00	64.71%	\$83.00	\$54.00	65.06%
GREENWOOD VILLAGE	\$22.79	\$20.51	90.00%	\$0.00	\$0.00	0.00%	\$45.54	\$39.62	87.00%	\$81.11	\$68.13	84.00%
GUNNISON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
GYPSUM	\$27.70	\$27.70	100.00%	\$54.73	\$54.73	100.00%	\$70.51	\$70.51	100.00%	\$107.54	\$107.54	100.00%
LAFAYETTE	\$43.14	\$43.14	100.00%	\$81.30	\$81.30	100.00%	\$94.99	\$94.99	100.00%	\$152.29	\$124.67	81.86%
LAKEWOOD	\$59.21	\$53.29	90.00%	\$0.00	\$0.00	0.00%	\$100.66	\$80.53	80.00%	\$153.37	\$122.70	80.00%
LAMAR	\$35.20	\$26.40	75.00%	\$70.25	\$52.69	75.00%	\$70.25	\$52.69	75.00%	\$91.25	\$68.44	75.00%
LONGMONT	\$35.26	\$31.73	89.99%	\$71.04	\$31.73	44.66%	\$71.04	\$31.73	44.66%	\$147.16	\$31.73	21.56%
LOUISVILLE	\$37.93	\$32.35	85.29%	\$76.78	\$61.73	80.40%	\$106.04	\$85.25	80.39%	\$144.88	\$116.47	80.39%
LOVELAND	\$43.92	\$26.34	59.97%	\$92.08	\$55.50	60.27%	\$97.58	\$58.55	60.00%	\$127.35	\$76.39	59.98%
MANITOU SPRINGS	\$40.98	\$11.73	28.62%	\$81.57	\$20.93	25.66%	\$81.57	\$20.93	25.66%	\$142.73	\$30.13	21.11%
MONTE VISTA	\$25.00	\$10.00	40.00%	\$35.00	\$10.00	28.57%	\$45.00	\$10.00	22.22%	\$55.00	\$10.00	18.18%
MONTROSE	\$47.00	\$39.00	82.98%	\$69.00	\$51.00	73.91%	\$69.00	\$51.00	73.91%	\$90.67	\$63.00	69.48%
MOUNTAIN VILLAGE	\$48.00	\$48.00	100.00%	\$94.00	\$94.00	100.00%	\$101.00	\$101.00	100.00%	\$141.00	\$141.00	100.00%
NORTHGLENN	\$31.22	\$31.22	100.00%	\$54.00	\$43.20	80.00%	\$54.00	\$43.20	80.00%	\$83.56	\$66.84	79.99%
OURAY	\$42.16	\$35.83	84.99%	\$84.01	\$71.41	85.00%	\$92.79	\$77.02	83.00%	\$138.24	\$124.42	90.00%
PUEBLO	\$32.98	\$24.66	74.77%	\$112.01	\$24.66	22.02%	\$112.01	\$24.66	22.02%	\$112.01	\$24.66	22.02%
RIDGWAY	\$42.00	\$42.00	100.00%	\$87.00	\$42.00	48.28%	\$109.00	\$42.00	38.53%	\$146.00	\$42.00	28.77%
SEVERANCE	\$35.00	\$35.00	100.00%	\$72.00	\$62.75	87.15%	\$99.00	\$83.00	83.84%	\$134.00	\$109.25	81.53%
SHERIDAN	\$39.85	\$0.00	0.00%	\$128.20	\$65.61	51.18%	\$128.20	\$65.61	51.18%	\$128.20	\$65.61	51.18%
SOUTH FORK	\$31.43	\$31.43	100.00%	\$64.13	\$0.00	0.00%	\$84.12	\$0.00	0.00%	\$124.39	\$0.00	0.00%
STERLING	\$30.00	\$14.08	46.93%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$78.05	\$36.40	46.64%
SUPERIOR	\$31.60	\$31.60	100.00%	\$63.10	\$56.79	90.00%	\$63.10	\$56.79	90.00%	\$82.05	\$69.74	85.00%
THORNTON	\$45.18	\$40.66	90.00%	\$0.00	\$0.00	0.00%	\$84.07	\$49.61	59.01%	\$149.34	\$76.16	51.00%
TIMNATH	\$29.80	\$29.80	100.00%	\$64.40	\$0.00	0.00%	\$86.42	\$0.00	0.00%	\$116.09	\$0.00	0.00%
TRINIDAD	\$13.15	\$0.00	0.00%	\$21.72	\$0.00	0.00%	\$29.68	\$0.00	0.00%	\$34.88	\$0.00	0.00%

WESTMINSTER	\$43.19	\$43.19	100.00%	\$82.48	\$43.19	52.36%	\$90.26	\$43.19	47.85%	\$127.84	\$43.19	33.78%
WHEAT RIDGE	\$38.57	\$34.71	89.99%	\$0.00	\$0.00	0.00%	\$72.30	\$36.15	50.00%	\$130.96	\$65.48	50.00%
WINDSOR	\$40.00	\$36.00	90.00%	\$79.00	\$71.10	90.00%	\$97.00	\$87.30	90.00%	\$125.00	\$112.50	90.00%
WOODLAND PARK	\$30.07	\$30.07	100.00%	\$60.14	\$45.10	74.99%	\$85.44	\$64.08	75.00%	\$117.42	\$88.06	75.00%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**Management Dental Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
ALAMOSA	Y	PPO,Self	N	N/A	89%	Kansas City Life Dental
ARVADA	Y	PPO	N	PPO	100%	Delta Dental
AURORA	N		N		0%	
AVON	Y	Self	N		100%	CNIC Health Solutions (TPA)
BRECKENRIDGE	Y	Self	N		90%	No network provider for the dental plan (self-ins)
BRIGHTON	Y	Self	N	Family	90%	Delta Dental of Colorado
BROOMFIELD	Y	INDEM	N		100%	Delta Dental of Colorado
BUENA VISTA	N		N		0%	
CANON CITY	Y	Self	Y	One plan - part of Health plan	100%	Self Insured/Meritain
CASTLE ROCK	Y	PPO	N	PPO	93%	Delta Dental
CEDAREDGE	Y	PPO	N	PPO	59%	Principal Financial Group
COLORADO SPRINGS	Y	Self	N	Delta Hi-option	0%	Delta Dental of Colorado
COMMERCE CITY	Y	PPO	N	PPO	59%	Delta Dental of Colorado
CRESTED BUTTE	Y	POS	N		100%	CEBT
CRIPPLE CREEK	Y	PPO	N	PPO	100%	MetLife
DELTA	Y	Self	N		100%	Self Insurance
DENVER	N	HMO,PPO	N	PPO	53%	Delta Dental
DURANGO	Y	PPO	N		99%	Delta Dental
ENGLEWOOD	Y	PPO	N	only offer 1 plan	91%	Delta Dental
ERIE	Y	PPO	N	PPO	95%	Delta Dental
ESTES PARK	Y	No Network Provider Requi	N		95%	Standard Insurance Company
FORT COLLINS	Y	PPO,Self	N	Comprehensive	100%	Delta Dental
FORT LUPTON	Y	PPO	N		0%	Humana
GLENWOOD SPRINGS	Y	PPO	N	Only One Plan Offered	69%	CEBT Dental
GOLDEN	Y	PPO,Self,Dental Base Plan	N	Dental Buy-up Plan	61%	Delta Dental
GRAND JUNCTION	Y	Self	N	n/a - only one plan	94%	Delta Dental
GREELEY	Y	HMO,PPO,Self	N	PPO	64%	Delta Dental
GREENWOOD VILLAGE	Y	PPO,EPO	N	EPO (Dental version of HMO)	66%	Delta
GUNNISON	Y	PPO	Y	PPO 3	58%	CEBT
GYPSUM	Y	PPO	N		99%	CIGNA
LAFAYETTE	Y	PPO	N	PPO	78%	Delta Dental of Colorado
LAKEWOOD	Y	PPO	N	PPO	24%	Delta
LAMAR	Y	INDEM	Y		90%	County Health Pool
LONGMONT	Y	PPO	N	Only offer one plan	94%	Delta Dental
LOUISVILLE	Y	PPO	N	PPO	95%	Delta Dental
LOVELAND	Y	PPO	N		89%	Delta Dental
MANITOU SPRINGS	Y	PPO,pre-negotiated discounts	Y	Alpha Dental	60%	Beta Health Association Inc
MONTE VISTA	Y	Partially Self Funded	N	Partially Self Funded	100%	EBMS/Mountain States Administration
MONTROSE	Y	INDEM	N	INDEM	82%	UMR
MOUNTAIN VILLAGE	Y	PPO	Y		100%	CEBT
NORTHGLENN	Y	PPO,POS,Self	N	PPO	75%	Delta Dental
OURAY	Y	PPO,Dental	Y		100%	Delta Dental
PUEBLO	Y	PPO,DMO	N	PPO	95%	AETNA
RIDGWAY	Y	PPO	Y	PPO	100%	Delta Dental
SEVERANCE	Y	PPO,POS	N		100%	Delta Dental
SHERIDAN	Y	PPO	N	PPO	89%	Delta
SOUTH FORK	Y	PPO	N	PPO	0%	Met Life
STERLING	Y	PPO	N	Plan A with prosthodontic and ortho	83%	County Health Pool
SUPERIOR	Y	PPO,Passive PPO	N	N/A	89%	Anthem
THORNTON	Y	PPO,EPO	N	PPO	58%	Delta Dental
TIMNATH	Y	PPO	Y	PPO	100%	United Health Dental
TRINIDAD	Y	HMO,PPO	N	HMO	35%	Assurant Dental
WESTMINSTER	Y	PPO, self funded	Y	PPO	90%	Delta Dental
WHEAT RIDGE	Y	PPO,EPO	N	PPO	67%	Delta Dental
WINDSOR	Y	POS	N	PPO	100%	CEBT
WOODLAND PARK	Y	PPO	N	PPO	98%	Cigna

YUMA	N	N	0%
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Colorado Municipal League  
Management HSA Benefits Summary Report  
4/13/2020

Section A: Details

Entity	Ins	Provider	Prem Waive	Emplr Contribution						
BRECKENRIDGE	Y	Our PPO is UHC Choice Plus (TOB is self-insured)	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	2,800.00	5,000.00	110.00	574.00 20.00
					Double	0.00	4,000.00	10,000.00	235.00	1,475.00 20.00
					Family	0.00	4,000.00	10,000.00	315.00	1,992.00 20.00
CRESTED BUTTE	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
DENVER	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
GOLDEN	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
COLORADO SPRINGS	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
GREELEY	Y	Ameriflex	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	336.00	2,500.00	2,500.00	680.00	547.00 100.00
					Double	720.00	5,000.00	5,000.00	1,360.00	1,094.00 100.00
					Family	864.00	5,000.00	5,000.00	1,775.00	1,428.00 100.00
PUEBLO	Y	Optum Bank	N	800.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	800.00	2,500.00	2,500.00	787.93	753.60 100.00
					Double	800.00	4,000.00	4,000.00	1,646.81	1,415.35 100.00
					Family	800.00	4,000.00	4,000.00	1,930.46	1,676.37 100.00
GRAND JUNCTION	Y	Cigna	N	62.50	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	4,000.00	6,650.00	509.12	435.03 100.00
					Double	0.00	8,000.00	13,300.00	1,108.25	870.00 100.00
					Family	0.00	8,000.00	13,300.00	1,349.19	1,152.88 100.00
ARVADA	Y	UMR / United Healthcare	N	1,000.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	3,000.00	3,000.00	674.90	531.91 100.00
					Double	0.00	5,000.00	5,000.00	1,349.15	1,052.33 100.00
					Family	0.00	5,000.00	5,000.00	2,023.75	1,558.29 100.00
BROOMFIELD	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
BUENA VISTA	Y			50.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
CANON CITY	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00



					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
COMMERCE CITY	Y	United Health Care	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	750.00	1,500.00	4,000.00	588.14	541.08	30.00
					<b>Double</b>	1,000.00	3,000.00	6,850.00	1,205.66	1,109.20	30.00
					<b>Family</b>	1,500.00	3,000.00	6,850.00	1,699.68	156.70	30.00
FORT LUPTON	Y		N	100.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	3,000.00	5,000.00	5,000.00	505.57	429.72	100.00
					<b>Double</b>	6,000.00	10,000.00	10,000.00	0.00	0.00	100.00
					<b>Family</b>	6,000.00	10,000.00	10,000.00	1,413.07	883.47	100.00
GLENWOOD SPRINGS	Y	Discovery Benefits		0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
GYPSUM	Y	CIGNA / HSA through American National Bank	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	2,700.00	5,400.00	670.27	606.19	100.00
					<b>Double</b>	0.00	0.00	0.00	1,407.55	1,277.45	100.00
					<b>Family</b>	0.00	5,400.00	10,800.00	2,010.79	1,854.17	100.00
LAFAYETTE	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LAKEWOOD	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LONGMONT	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LOUISVILLE	Y	Kaiser	Y	94.14		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	2,500.00	3,500.00	0.00	429.07	90.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	5,000.00	7,000.00	0.00	1,287.26	90.00
LOVELAND	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
NORTHGLENN	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
STERLING	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
SUPERIOR	Y	County Health Pool	N	166.67		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	2,000.00	2,500.00	5,000.00	552.00	0.00	80.00
					<b>Double</b>	4,000.00	5,000.00	6,850.00	1,033.00	929.70	80.00
					<b>Family</b>	4,000.00	5,000.00	6,850.00	1,271.00	1,080.35	80.00
WESTMINSTER	N			0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00

					Family	0.00	0.00	0.00	0.00	0.00	0.00
WOODLAND PARK	Y	Cigna	Y	0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	500.00	2,000.00	4,000.00	509.22	509.22	80.00
					Double	1,500.00	4,000.00	8,000.00	1,171.24	878.43	80.00
					Family	1,500.00	4,000.00	8,000.00	1,578.62	1,183.96	80.00
AVON	N			0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
MONTROSE	Y		N	0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
CEDAREdge	N			0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
CRIPPLE CREEK	N			0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
ESTES PARK	N			0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
GUNNISON	N			0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
LAMAR	Y	County Health Pool-CTSI	N	0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	3,450.00	2,500.00	5,000.00	608.00	456.00	20.00
					Double	6,900.00	5,000.00	6,850.00	1,140.00	855.00	20.00
					Family	6,900.00	5,000.00	6,850.00	1,402.00	1,051.50	20.00
MANITOU SPRINGS	N			0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
WHEAT RIDGE	Y	Kaiser	N	0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	1,500.00	3,000.00	398.60	378.66	90.00
					Double	0.00	3,000.00	6,000.00	815.06	733.56	90.00
					Family	0.00	3,000.00	6,000.00	1,169.08	993.72	90.00
OURAY	Y	Rocky Mountain Health Plans	N	0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	2,650.00	2,650.00	732.81	696.92	100.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00
RIDGWAY	Y	CEBT	Y	279.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	2,700.00	5,000.00	676.00	676.00	80.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	2,700.00	10,000.00	1,657.00	676.00	80.00
SOUTH FORK	N			0.00		Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00	0.00
					Double	0.00	0.00	0.00	0.00	0.00	0.00
					Family	0.00	0.00	0.00	0.00	0.00	0.00

## Section B: Comments

Entity	Comments
BRECKENRIDGE	The trustee for our Health Savings Account(s) is 1st Bank in Breckenridge, CO.
CRESTED BUTTE	
DENVER	
GOLDEN	
COLORADO SPRINGS	
GREELEY	
PUEBLO	Costs change for use of a Non-Network Provider
GRAND JUNCTION	Employee must match the City's contribution of \$750, if family or double coverage plan the Employer annual contribution is \$1,500
ARVADA	Employer contribution to HSA: \$1000 annually single coverage \$2000 annually EE+1 or family coverage
BROOMFIELD	
BUENA VISTA	
CANON CITY	
COMMERCE CITY	Also have Employee + Children level; Total Monthly Premium \$1176.26; Employer Portion \$1082.16
FORT LUPTON	
GLENWOOD SPRINGS	
GYPSUM	
LAFAYETTE	
LAKEWOOD	
LONGMONT	
LOUISVILLE	
LOVELAND	
NORTHGLENN	
STERLING	
SUPERIOR	
WESTMINSTER	
WOODLAND PARK	HSA, Employer will give \$500 - Employee Only; \$1500 - Employee/Spouse, Employee/Child, Employee/Family.
AVON	
MONTROSE	Employer deposits \$200 annually into employee selected and managed HSA account.
CEDAREDGE	
CRIPPLE CREEK	
ESTES PARK	
GUNNISON	
LAMAR	A local financial institutions administrator's the Health Savings Account
MANITOU SPRINGS	
WHEAT RIDGE	City will pay 700.00/annually for single HSA City will pay 1000.00/annually for Double or Family HSA
OURAY	
RIDGWAY	
SOUTH FORK	

**Colorado Municipal League  
Management Health Benefits Premium Summary Report  
4/13/2020**

SHERIDAN	\$693.32	\$57.13	8.24%	\$1,317.31	\$173.69	13.19%	\$1,317.31	\$173.69	13.19%	\$1,975.97	\$358.23	18.13%
SILVERTHORNE	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
SOUTH FORK	\$623.38	\$529.87	85.00%	\$1,375.62	\$0.00	0.00%	\$1,122.84	\$0.00	0.00%	\$1,934.92	\$0.00	0.00%
STEAMBOAT SPRINGS	\$591.00	\$591.00	100.00%	\$1,123.00	\$973.00	86.64%	\$1,123.00	\$973.00	86.64%	\$1,625.00	\$1,425.00	87.69%
STERLING	\$698.00	\$628.19	90.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$1,687.00	\$1,518.30	90.00%
SUPERIOR	\$956.00	\$956.00	100.00%	\$1,793.00	\$1,613.70	90.00%	\$1,793.00	\$1,613.70	90.00%	\$2,202.00	\$1,871.70	85.00%
THORNTON	\$725.26	\$652.74	90.00%	\$0.00	\$0.00	0.00%	\$1,440.06	\$1,152.06	80.00%	\$2,042.65	\$1,593.27	78.00%
TIMNATH	\$540.18	\$540.18	100.00%	\$1,100.40	\$800.00	72.70%	\$1,071.49	\$800.00	74.66%	\$1,375.50	\$800.00	58.16%
TRINIDAD	\$408.56	\$339.10	83.00%	\$898.87	\$746.06	83.00%	\$817.14	\$678.23	83.00%	\$1,307.47	\$1,085.20	83.00%
WESTMINSTER	\$723.99	\$647.27	89.40%	\$1,582.24	\$1,365.84	86.32%	\$1,530.28	\$1,319.62	86.23%	\$2,274.06	\$1,889.76	83.10%
WHEAT RIDGE	\$554.91	\$471.67	85.00%	\$0.00	\$0.00	0.00%	\$1,165.29	\$932.23	80.00%	\$1,684.12	\$1,263.09	75.00%
WINDSOR	\$712.00	\$633.68	89.00%	\$1,423.00	\$1,266.47	89.00%	\$1,316.00	\$1,171.24	89.00%	\$1,637.00	\$1,456.93	89.00%
WOODLAND PARK	\$509.22	\$509.22	100.00%	\$1,171.24	\$878.43	75.00%	\$1,018.50	\$763.87	75.00%	\$1,578.62	\$1,183.96	75.00%
YUMA	\$765.00	\$765.00	100.00%	\$1,559.00	\$1,403.10	90.00%	\$1,518.00	\$1,366.20	90.00%	\$1,949.00	\$1,754.10	90.00%

**Colorado Municipal League**  
**Management Health Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees		
							Plan	%	Provider
ALAMOSA	Y	10/2018	PPO,Self	Y	Y	N	N/A	88%	Friday Health Plans
ARVADA	Y	01/2020	PPO	Y	Y	Y	PPO	76%	UMR / United Healthcare
AURORA	Y	01/2016	HMO,Kaiser HDHP & Trip Option	Y	Y	Y	DHMO	82%	Kaiser Permanente
AVON	Y	01/2017	PPO,Self	Y	Y	Y		100%	CNIC Health Solutions (TPA)
BLUE RIVER	Y	01/2017	PPO	Y	N	Y	PPO	80%	CEBT
BRECKENRIDGE	Y	01/2020	PPO,Self,EPO	Y	Y	Y	HRA	88%	EPO is RMHP; PPO is United Health Care
BRIGHTON	Y	01/2019	Self	Y	Y	Y	Employee Only	95%	UHC
BROOMFIELD	Y	01/2019	HMO,Self,Add'l HMO Plan - Kaiser	Y	Y	Y	UMR Choice Health	87%	UMR
CANON CITY	Y	01/2015	Self	Y	Y	N	One plan - Employee, Emp+1, Family level of participation	100%	Self Insured/ Meritain
CARBONDALE	Y	01/2019	PPO	Y	Y	N	PPO	100%	CEBT/Willis of Colorado, Inc.
CASTLE ROCK	Y	01/2013	PPO,Partially self funded	Y	Y	N	PPO	93%	UMR
CEDAREIDGE	Y	01/2020	PPO,High Deductible	Y	Y	N	PPO 7	74%	CEBT
COLORADO SPRINGS	Y	01/2020	Self	Y	Y	N	Advantage Plan	0%	Anthem Blue Cross Blue Shield
COMMERCE CITY	Y	01/2020	PPO	Y	Y	Y	United Health Care EPO	51%	United Health Care
CRESTED BUTTE	Y	01/2020	PPO	Y	Y	Y		100%	CEBT
CRIPPLE CREEK	Y	01/2020	PPO	Y	Y	N	EPO	100%	United Healthcare
DELTA	Y	01/2012	HMO,Shared funded	Y	Y	N		100%	Rocky Mountain Health Plans
DENVER	N	01/2013	HMO	Y	Y	Y	HMO	51%	Kaiser
DURANGO	Y	01/2020	PPO,Self	Y	Y	Y		99%	City of Durango/TPA-Meritain Health
ENGLEWOOD	Y	01/2014	HMO,INDEM,PPO	Y	Y	N	Kaiser DHMO	85%	Kaiser Permanente
ERIE	Y	01/2020	HMO,PPO	Y	Y	Y	PPO	65%	Anthem Blue Cross Blue Shield
ESTES PARK	Y	01/2018	PPO,Self	Y	Y	Y	PPO	80%	UMR
FORT COLLINS	Y	01/2016	PPO,Self,2 PPO Plans	Y	Y	Y	ADVANTAGE PPO Plan	0%	UMR
FORT LUPTON	Y	01/2019	PPO	Y	Y	N		0%	Humana
GLENWOOD SPRINGS	Y	01/2017	PPO,FSA	Y	Y	N	PPO IV	50%	CEBT-Willis HRH of Colorado
GOLDEN	Y	01/2019	PPO, Self Funded	Y	Y	Y	OAP	50%	Great West/CIGNA
GRAND JUNCTION	Y	01/2020	HMO,PPO,Partially self funded	Y	Y	Y	Classic	48%	Cigna
GREELEY	Y	01/01/2	PPO	Y	Y	N	PPO	45%	Cigna
GREENWOOD VILLAGE	Y	01/2019	HMO	Y	Y	N	DHMO	90%	Kaiser Permanente
GUNNISON	Y	01/2020	PPO	Y	Y	Y	PPO 3	58%	CEBT
GYPSUM	Y	01/2017		Y	N	N	All HSA	96%	CIGNA
LAFAYETTE	Y	01/2019	HMO	Y	Y	Y	HMO	98%	Kaiser Permanente
LAKEWOOD	Y	4/2019		Y	Y	N	Cigna HRA	76%	Cigna
LAMAR	Y	1/2018	PPO	Y	Y	Y	PPO	100%	County Health Poo
LONGMONT	Y	01/2020	HMO,POS	Y	Y	N	Kaiser HMO	84%	Kaiser Permanente
LOUISVILLE	Y	01/2019	HMO,POS	Y	Y	Y	HMO	52%	Kaiser Permanente
LOVELAND	Y	01/2020	PPO,Self	Y	Y	Y	PPO	89%	CIGNA
MANITOU SPRINGS	Y	01/2016	PPO	Y	Y	N	Cigna	50%	Cigna Healthcare
MONTE VISTA	Y	07/2014	Self	Y	Y	N	SELF INS.	100%	Cigna
MONTROSE	Y	01/2020	PPO,Self	Y	N	N	PPO	95%	UMR
MOUNTAIN VILLAGE	Y	01/2019	PPO	Y	Y	Y	PPO 4	100%	CEBT/ UMR
NORTHGLENN	Y	08/2019	HMO	Y	Y	Y	HMO	98%	Kaiser
OURAY	Y	12/19	HMO	Y	Y	Y	HMO	90%	Rocky Mountain Health Plans
PLATTEVILLE	Y	01/2019	HMO,PPO	Y	N	N	Plan B	67%	
PONCHA SPRINGS	Y	01/2014	EPO2	Y	N	N	EPO2 is the only plan we have in place	0%	Colorado Employer Benefit Trust
PUEBLO	Y	01/2020	HMO,PPO	Y	Y	Y	HSA	58%	Anthem Blue Cross Blue Shield
RIDGWAY	Y	01/01/2	PPO,HRP	Y	Y	N	HSA	78%	
SEVERANCE	Y	01/2020	PPO	Y	Y	Y		100%	UMR United Health Care
SHERIDAN	Y	01/2019	PPO	Y	Y	Y	PPO	100%	Cigna
SILVERTHORNE	N			N	N	N		0%	
SOUTH FORK	Y	01/2016	PPO	Y	Y	Y	PPO	0%	PUBLIC SECTOR HEALTH CARE GROUP/United Health

STEAMBOAT SPRINGS	Y	02/2013	PPO	Y	N	N		98%	Self Funded Administered by Regional Care Inc.
STERLING	Y	01/2019	PPO	Y	Y	Y	Plan B \$1000 Deductible	86%	County Health Pool
SUPERIOR	Y	02/2017	PPO	Y	Y	Y	PPO	72%	Anthem Blue Cross / Blue Shield
THORNTON	Y	01/2016	HMO	Y	Y	Y	OAP IN-NETWORK	50%	CIGNA
TIMNATH	Y	07/2012	HMO,PPO	Y	Y	Y	HMO	100%	United Healthcare
TRINIDAD	Y	01/2013	PPO	Y	Y	N	Only one plan offered	94%	Rocky Mountain Health Plans
WESTMINSTER	Y	01/2020	POS,Self,DHMO	Y	Y	N	POS	89%	AETNA / KAISER
WHEAT RIDGE	Y	01/2016	HMO	Y	Y	Y	HMO	49%	Kaiser
WINDSOR	Y	01/2018	PPO,POS	Y	Y	Y	POS	100%	CEBT-Willis
WOODLAND PARK	Y	01/2020	PPO	Y	Y	N	HDHP with HSA	50%	Cigna
YUMA	Y	01/2020	EPO	Y	N	N	EPO 4	100%	UMR

**Colorado Municipal League**  
**Management Holiday Summary Report**  
**4/13/2020**

Entity	Days/ Year	Practices
ALAMOSA	10	New Years Day; Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving, Day after Thanksgiving, Christmas Eve (half day), Christmas
ARVADA	9	Plus 3 floating days with approval of the supervisor.
AURORA	10	New Years Day Martin Luther King Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Day
AVON	10	New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Discovery Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.
BENNETT	9	New Years Day; Martin Luther King; President's Day; Memorial Day; Independence Day; Labor Day; Veterans Day; Thanksgiving Day; Christmas Day
BLACK HAWK	12	
BLUE RIVER	11	New Years Day MLK Presidents Memorial 4th of July Labor Day Thanksgiving Day after Thanksgiving Christmas Eve Christmas Day Floating/Birthday Holiday
BRECKENRIDGE	0	Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and day after, December 25th, four (4) hours on Dec. 24, and New Years Day.
BRIGHTON	11	New Year's Martin Luther King President's Memorial Independence Labor Veteran's Thanksgiving Day after Thanksgiving Christmas Eve Christmas day
BROOMFIELD	11	Holidays are 8 hour days. Employees who work a compressed workweek must supplement regular hours with annual leave. Employees who work on the holiday accrue up to 8 hours of holiday leave.
BUENA VISTA	10	
CANON CITY	0	New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Christmas Eve 1/2 Day,
CARBONDALE	11	New Year's Day; President's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; Day after Thanksgiving; Christmas Day; Colorado Day (floating); Election Day (floating only given to employees hired before 01/01/1991)
CEDAREDGE	11	New Year's Day Martin Luther King Jr. Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day and the following Friday Christmas Day Half days on the last working day before New Year's Day and Christmas
CHERRY HILLS VILLAGE	9	New Year's Day, MLK Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day
COLORADO SPRINGS	10	New Year's; Martin Luther King; Presidents' Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving and the day after; Christmas.
COMMERCE CITY	10	New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day
CRESTED BUTTE	12	New Year's Day, MLK Day, President's Day, Memorial Day, July 4, Colorado Day, Labor Day, Columbus Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, day after Christmas
CRIPPLE CREEK	12	New Year's, Martin Luther King, Presidents', Memorial, Independence, Labor, Columbus, Veteran's, Thanksgiving + Day after, Christmas-12/24 and 12/25
DELTA	10	Christmas, New Years, Presidents Day, Memorial Day, 4th of July, Labor Day, Veterans Day, Columbus Day, 2 days at Thanksgiving
DENVER	11	New Year's Day; Martin Luther King Day; Presidents Day; Cesar Chavez Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Christmas Day;
DURANGO	11	For 2020: New Year's Day, Martin Luther King, Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day
ENGLEWOOD	12	New Years Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving & the Friday after, Christmas Eve & Day, New Years Eve
ERIE	13	New Year's Eve, New Year's Day, MLK, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day Following Thanksgiving Day, Christmas Eve, and Christmas Day, Floating Holiday
ESTES PARK	7	New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve Day, Christmas Day
FORT COLLINS	9	New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Christmas Day
FRISCO	8	New Years Day (all are 8 hour days) Memorial Day Independence Day Labor Day Thanksgiving (Thurs & Fri) Christmas Eve Christmas Day
GLENDALE	12	New Year's Day Martin Luther King President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving, Thursday & Friday Christmas Eve Christmas Day
GLENWOOD SPRINGS	9	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving day Day after Thanksgiving day Christmas Eve (last scheduled working day before Christmas) Christmas Day
GOLDEN	9	New Year's Day, MLK Day, President's Day, Memorial Day, 4th of July Observed, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day,
GRAND JUNCTION	0	PTO is used for Holidays Days observed (most offices closed): New Years Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day.



GREELEY	11	
GREENWOOD VILLAGE	11	New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day
GUNNISON	12	New Years; Martin Luther King Day; President's Day; Memorial Day; 4th of July; Labor Day; Columbus Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Eve Day; Christmas. Days are 8 hours.
GYPSUM	12	New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, Employee Birthday
HAYDEN	10	New Years, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, day after Thanksgiving, Christmas, 1 Floating Holiday.
KERSEY	10	
LAFAYETTE	9	New Year's Day, MLK's B-day, Presidents' Day, Memorial Day, 4th of July, Labor Day, Veterans' Day, Thanksgiving, Christmas Day; if Christmas Eve falls on a weekday, then off 1/2 day.
LAKEWOOD	13	11 Holidays plus 2 floating holidays.
LAMAR	9	New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and day after; Christmas and a day in conjunction with.
LONGMONT	10	New Year's Day, Martin Luther Kings, Jr. Day, President's Day, Veteran's Day, Thanksgiving, Christmas Day, Memorial Day, Labor Day, Independence Day, 1 Floating
LOUISVILLE	9	Included in paid leave bank. New Year's Day MLK Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day + day after Christmas Day + day after
LOVELAND	8	2017: Jan 2 New Years Day; May 29 Memorial Day; July 4 Independence Day; Sept 4 Labor Day; Nov 10 Veteran's Day; Nov 23 Thanksgiving Day; Nov 24 day after Thanksgiving; Dec 25 Christmas Day
MANITOU SPRINGS	11	New Year's Day Martin Luther King's Birthday Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veteran's Day Thanksgiving Day Day after Thanksgiving Christmas Day
MONTE VISTA	11	New Years Day, Martin Luther King Day, Presidents Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day & Friday following, Christmas Eve Day & Christmas Day.
MONTROSE	9	New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.
MOUNTAIN VILLAGE	0	
NORTHGLENN	10	New Years Day MLK Birthday Presidents Day Memorial Day Labor Day Independence Day Veterans Day Thanksgiving Day after Thanksgiving Christmas Day
OURAY	10	NY day; President's Day; MLK; Memorial Day; July 4th; Labor Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Eve; Christmas Day
PALISADE	11	New Year's Day, Martin Luther King, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and either the day before or after Christmas as determined by the Town Administer
PUEBLO	10	1) NEW YEARS DAY 2) MARTIN LUTHER KING, JR DAY 3) PRESIDENT'S DAY 4) MEMORIAL DAY 5) FOURTH OF JULY 6) LABOR DAY 7) COLUMBUS DAY 8) THANKSGIVING DAY 9) FRIDAY FOLLOWING THANKSGIVING 10) CHRISTMAS DAY
RIDGWAY	9	New Years, Martin Luther King, Presidents Day, Memorial, Independence, Labor, Thanksgiving and the day after, Christmas
ROCKY FORD	7	New Years, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving & Christmas.
SEVERANCE	11	New Years Day Martin Luther King Jr. Day Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day The Friday immediately following Thanksgiving Christmas Eve and Christmas Day
SILVERTHORNE	11	New Year's Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving & Day After Christmas Eve & Christmas Floating Holiday
SOUTH FORK	12	New Year's Eve Day (1/2) New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Friday after Thanksgiving Day Christmas Eve Day Christmas Day
STEAMBOAT SPRINGS	9	New Years Day, Martin Luther King's B-day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
STERLING	9	Days that City Offices are closed, New Year's Day Veteran's Day President's Day Thanksgiving Day Memorial Day 1st Friday after Thanksgiving July 4th Christmas Labor Day
SUPERIOR	11	New Year's Day; MLK Day; President's; Memorial; July 4th; Labor; Veteran's; Thanksgiving and Friday after; Christmas Eve and Day. Holiday on Sun., then Mon. observed; if falls on Sat., then Fri. is observed
TELLURIDE	9	New Year's, Martin Luther King, Memorial Day, July 4, Labor Day, Thanksgiving Thursday and Friday, Christmas Day; President's Day
THORNTON	11	Standard 9 holidays/yr (no President's Day) plus 1 floating holiday and 1 discretionary holiday
TIMNATH	10	New Years MLK Jr. President's Memorial Independence Labor Thanksgiving Friday after Thanksgiving Christmas One floating (usually around Christmas/New Year's)
VAIL	0	included in vacation/holiday - double time for non-exempt on 6 designated days/yr if worked.
WESTMINSTER	9	Includes 1 floating holiday. (10 hours)
WHEAT RIDGE	10	New year's Day; President's Day; Martin Luther King, Jr. Day; Independence Day; Labor Day; Memorial Day; Veteran's Day; Thanksgiving Day; Day After Thanksgiving; and, Christmas Day
WINDSOR	10	10 paid observed holidays
WINTER PARK	8	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving Day after Thanksgiving Christmas
WOODLAND PARK	12	NEW YEARS DAY, MARTIN LUTHER KING, PRESIDENTS DAY, MEMORIAL DAY, 4TH OF JULY, LABOR

		DAY, VETERANS DAY, THANKSGIVING AND THE DAY AFTER, CHRISTMAS EVE, CHRISTMAS DAY, New Years Eve.
YUMA	0	

**Colorado Municipal League  
Management LTD Summary Report  
4/13/2020**

Entity	LTD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
ALAMOSA	Y		no	44.00%	10.00	yes	
ARVADA	Y		90 days	100.00%	\$.43/\$100	60%	\$6,000 per month
AVON	Y		120 days	100.00%		3 Tier Disability Plan	66 2/3%; \$10,000.00 per week; based on age at dis
BRECKENRIDGE	Y		90 calendar days	60.00%		No	\$5,000.00 per month
BRIGHTON	Y		90 days	60.00%	.37	Police Officers	8,000 a month until 65 yrs old
BROOMFIELD	Y		90 days	100.00%	\$.26/\$100	60% of monthly income	\$5,000 per month
CANON CITY	Y	Y	180 Days	100.00%		66 2/3% of basic wkly compensation	5 years with some exceptions based on age
CARBONDALE	Y			0.00%			
CEDAREIDGE	Y		1st day of disability	100.00%	0.410% of total covered payroll	Mutual of Omaha	\$6,000 per month
COLORADO SPRINGS	Y		180 days	0.00%	graded sch. based on sal., age & vesting class	yes	\$7500 per month
COMMERCE CITY	Y		90 days	100.00%	\$.00026 per dollar in wages paid	60% of base wages	\$6000 per month
CRESTED BUTTE	Y		180 days	100.00%	.0052 of wages		60% of salary
CRIPPLE CREEK	Y		90 calendar days	100.00%	Monthly Salary/100*.56	60% of base	\$6000 per month
DELTA	Y		6 months	100.00%	hourlyxannual hrs/12/\$100.00x58x2	60% base salary	up to qualification for social security disability
DENVER				0.00%			
DURANGO	Y		90 days	100.00%	.298% per \$100 cov salary	No	\$6,000 per month
ERIE	Y		11 weeks	100.00%	.363/month per \$100 of salary	60% of monthly salary	5000.00 per month
ESTES PARK	Y			0.00%			
FORT COLLINS	Y	Y	90 calendar days	100.00%	\$.462/\$100 mnthly salary	Voya/FPPA	\$7,500 per month
FORT LUPTON	Y		90	100.00%	Age+Wage Formula		60% of earnings
GLENWOOD SPRINGS	Y			60.00%		After 90 days of continuous disability	\$5000 Per Week
GOLDEN	Y		180 Days	100.00%	\$.24 per \$100 covered payroll		\$10,000/month
GRAND JUNCTION	Y		90 days	100.00%	.48 per 100	60% of salary	12 months
GREELEY	Y		90 days	100.00%	60% base pay	Yes	10,000
GREENWOOD VILLAGE	Y		90 days	100.00%	\$.31/100	No	\$6,000/month
GUNNISON				0.00%			
GYPSUM				0.00%			
LAFAYETTE	Y		60 days	100.00%	.48 / \$1,000 of salary		\$6,000 / month
LAKEWOOD	Y		180 days	100.00%	.650% per \$100 of base salary	No	60% of salary up to \$15,000/month
LAMAR	Y	Y	90days	100.00%	.538/100	yes	60% of salary up to \$4000
LONGMONT	Y		90 days	100.00%	0.38 per 100	60% of monthly earnings	\$5000 per month
LOUISVILLE	Y		13 weeks	100.00%	\$.32 per \$1,000	No	60%
LOVELAND	Y		more than 90 days	60.00%	0.450% per \$100 of monthly covered payroll	no	\$5000.00/mo
MANITOU SPRINGS				0.00%			
MONTE VISTA	Y		Payable after 180 days	100.00%	.470 per \$100		
MONTROSE	Y		90 Days	100.00%	.29/1000	60%	\$5000/month
MOUNTAIN VILLAGE	Y	Y		100.00%	.042	yes	66%
NORTHGLENN	Y		90	60.00%		yes	Monthly \$8000
OURAY	Y		90 days	100.00%	\$.63 per \$100 covered payroll	no	\$6000/month
PUEBLO	Y		181 DAYS	0.00%	0.00		AGE 65
SEVERANCE	Y		180	100.00%	0.00	Yes	
SHERIDAN	Y			100.00%			
SOUTH FORK				0.00%			
STEAMBOAT SPRINGS	Y		90 days	100.00%	.56 times covered payroll	60%	\$5,000/month
STERLING	Y		90 days after beginning STD	100.00%	salary/12/100xrate of pay		60%
SUPERIOR	Y		90 days	100.00%	\$.440 per \$100 of monthly covered payroll	66 2/3%	\$7,500 per month
THORNTON	Y		180 days	100.00%	\$0.27/\$100 of covered Payroll	60%	\$8,000
TIMNATH				0.00%			
WESTMINSTER	Y		180 days	100.00%	\$.47 / \$100	60% of base salary	\$12,000/mo
WHEAT RIDGE	Y		90 days	100.00%	.0038		6000/month
WINDSOR	Y		90 Days	100.00%	0.81% of covered payroll	60% monthly income	\$4,000 per month
WOODLAND PARK	Y		180 DAYS	100.00%	.00023500	Mutual of Omaha	6000.00
YUMA				0.00%			

**Colorado Municipal League**  
**Management Life Insurance Summary Report**  
**4/13/2020**

Entity	Ins	Provider	Employer		Premium Formula	Annual Coverage	Min Payout	Max Payout
			Premium	% Share				
ALAMOSA	Y	Companion Life	11.50	100.00%		yes		100000.00
ARVADA	Y	Hartford	Formula used \$.14/\$1,000 for life and AD&D \$.02/\$1,000	100.00%	\$.16/\$1,000 coverage	2 times base salary for all non sworn employees	2 times base salary for all non sworn employees	\$300,000
AURORA	Y	Standard Insurance Company	\$.16 per thousand	100.00%	\$.16 per thousand	2 x salary	2 x salary	2 x salary
AVON	Y	Lincoln Financial Group		100.00%		2 x annual salary	2x salary	\$350,000.00
BLUE RIVER	Y		11.20	100.00%	2.4	250000	250000	
BRECKENRIDGE	Y	Mutual of Omaha	28.85	100.00%	\$0.87 per month per \$1,000 of insurance	1.5 times annual pay		\$300,000.00
BRIGHTON	Y	Lincoln Financial	\$17.00	100.00%	yes	100,000	depending on age	200,000
BROOMFIELD	Y	Lincoln	Formula using basic earnings (.095/\$1000 for life; .027/\$1000 for AD&D)	100.00%	\$.122/\$1,000 coverage	1.5 times basic earnings, maximum \$200,000	1.5 times basic earnings, maximum \$200,000	\$200,000
CANON CITY	Y	Dearborne National	12.50	100.00%	Flat rate	50000	50000	50000
CEDAREDGE	Y	CEBT & Principal Financial Group	11.01	100.00%	.0002324	45000.00	45000.00	45000.00
COLORADO SPRINGS	Y	Aetna Life Insurance	\$.125 per \$1000 of coverage	100.00%	\$.155 per \$1000 of coverage	1.5 X Annual Salary	\$10,000	\$500,000
COMMERCE CITY	Y	CIGNA	\$10.65	100.00%	\$0.13 per K up to 150,000 + depend cost	150000	0	150000
CRESTED BUTTE	Y	CEBT	2.80	100.00%		25000.00		
CRIPPLE CREEK	Y	MetLife	\$7.20 Based on \$30K annual salary	100.00%	.24 cents per \$1,000 of coverage	1x salary min of \$20,000 max of \$50,000	\$20,000 Life and \$20,000 AD&D	\$50,000 Life and \$50,000 AD&D
DELTA	Y	Reliance Standard Life Insurance	\$3.80 Single \$4.98 Family	100.00%		\$10,000		
DENVER		Standard Life	0	100.00%	\$.13 per \$1000 of coverage	2x annual salary to a max of \$100,000		100,000
DURANGO	Y	The Hartford Insurance Company	0.2500 per \$1,000	100.00%	0.2800 per \$1,000	2 x annual salary	50,000	350,000
ENGLEWOOD	Y	Lincoln Financial Group	.16/1000	100.00%	.188/1000	1x salary	35,000	1x salary
ERIE	Y	Sun Life Financial	.151/month per \$1000 of coverage	100.00%	.176/month per \$1,000 of coverage	1.5 times annual salary	26,250	150,000
ESTES PARK	Y	Lincoln National Life Insurance	.14/\$1,000 for Life; .04/\$1,000 for AD&D	100.00%	.18/\$1,000.00	1 times salary rounded up, maximum \$50,000.00	1 times salary, maximum \$50,000.00	1 times salary, maximum \$50,000.00
FORT COLLINS	Y	Voya/Relia Star	\$.13/\$1,000 annual salary	100.00%	\$.145/\$1,000 annual salary	1 x annual salary	\$20,000	\$500,000
FORT LUPTON	Y	OneAmerica	0	100.00%		100000	100000	\$100,000
GLENWOOD SPRINGS	Y	CEBT	13.99	100.00%	1.5 x Salary(rounded to the next higher \$1,000) x	1 1/2 times BasicAnnual Earnings Rounded Up \$1,000	\$2,000	\$300,000
GOLDEN	Y	Lincoln Financial	\$14.50 Based upon and average Salary of \$50K	100.00%	\$.145/\$1,000	2 x annual salary up to max 400,000.00	1,000	400,000
GRAND JUNCTION	Y	VOYA	formula for basic earnings (.15/1000 life, .03/1000 ad&d)	100.00%	.08 per 1000	1 x annual salary		350,000
GREELEY	Y	Sun Life	.12/1000 covered benefit	100.00%	.145/1000 covered benefit	1.5 times base pay	\$10,000	\$400,000
GREENWOOD VILLAGE	Y	Lincoln Financial	based on formula - life insurance is .19/1000 of salary, AD&D is .02/1000	100.00%	\$.21/1000	1 1/2 X annual salary	0	\$250,000
GUNNISON	Y	CEBT	0.00	100.00%	.14 per thousand	\$25,000	\$25,000	\$50,000
GYPSUM	Y	Kansas City Life	10.00-\$12.00	100.00%	Based on salary	\$50,000		
LAFAYETTE	Y	The Hartford	One times annual salary	100.00%	.17/\$1000 LIFE, .03/\$1000 AD&D	1 x annual salary	\$1,000	\$150,000
LAKEWOOD	Y	Standard	Varies	100.00%	.135 per \$1000 of coverage	1.5 times annual salary	50000	500000
LAMAR	Y	Anthem Life Insurance	\$10.75 a person/per month	100.00%	.215 per \$1000	\$50,000	\$15,000	\$50,000
LONGMONT	Y	Unum		100.00%	\$0.135 per 1000	1.5 times annual salary		\$175,000
LOUISVILLE	Y	Lincoln Financial	Varies by salary	100.00%	.85 per \$1,000	2.5 X base annual salary		300,000
LOVELAND	Y	Hartford	0.1% per \$1000	100.00%	0.010% per \$1000	1.5 x annual gross salary	n/a	\$200,000
MANITOU SPRINGS	Y	Lincoln National Life Insurance	3.90	100.00%	3.20 for life, .70 for AD&D	\$20,000	\$20,000	\$20,000
MONTE VISTA	Y	Lincoln Life	9.00	100.00%	.0300 per \$1000	50000.	50000.	50000.
MONTROSE	Y	Mutual of Omaha	varies based on amount	100.00%	.15 per \$1000	2 times annual salary	2 times annual salary	200,000
MOUNTAIN VILLAGE	Y	The Standard	7.00	100.00%	flat rate	\$50,000		\$50,000
NORTHGLENN	Y	Lincoln	Varies based on annual salary	100.00%		1.5 times annual salary	\$10,000	\$200,000
OURAY	Y	Kansas City Life	depends on annual income	100.00%	\$ .36 per \$1000	1X annual salary		\$60,000

PUEBLO	Y	Lincoln Life Insurance	5.63	100.00%	5.63	25,000.00	25,000.00	25,000.00
RIDGWAY	Y	CEBT	2.80	100.00%		10,000		
SEVERANCE	Y		0.00	100.00%		20000		
SHERIDAN	Y	Mutual Of Omaha		0.00%		\$25,000		
SOUTH FORK	Y	MET LIFE	10.00	0.00%		20,000	NO	20,000
STEAMBOAT SPRINGS	Y	UNUM Provident		100.00%	.37/1000	1Xannual salary		50,000
STERLING	Y	County Health Pool	Employee only \$4.80; Employee + dependents \$5.58	100.00%		20,000	20,000	40,000
SUPERIOR	Y	Mutual of Omaha	\$ .130 per \$1,000	100.00%	\$.170 per 1,000	2x annual salary	0	350,000
THORNTON	Y	CIGNA LIFE	Formula based on annual salary	100.00%	\$0.10/\$1,000 coverage	1.5 X Annual salary	\$1,000	\$400,000
TIMNATH	Y	United Healthcare	3.4	100.00%	.30/\$1000	\$20000	\$20000	\$20000
WESTMINSTER	Y	Hartford Group Insurance	\$0.14 per \$1,000 of Benefit	100.00%	\$0.021 per \$1,000 of Benefit	1.5 x annual for exempt	\$10,000	\$400,000
WHEAT RIDGE	Y	Lincoln Financial		100.00%	.00021	1.5 times annual salary		150,000
WINDSOR	Y	CEBT	Based on Employee Salaries	100.00%	1.5 x annual salary (rounded) X .14	yes	No Minimum	\$450,000
WOODLAND PARK	Y	Mutual of Omaha	4.00	100.00%		20000.00	20000.00	40000.00
YUMA	Y	Colorado Choice	\$3.60	100.00%	.14	\$20,000	\$5,000	\$20,000

**Compensation Survey System**  
**Management Retirement Summary Report**  
**4/13/2020**

Entity	Num Plans	Administrator	Employer Contrib	Soc Sec	Plans							Ret TCV
						State	401(k)	401(a)	403(b)	457	Other	
BRECKENRIDGE	2			Y	Plan			Y		Y		7.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0% - 1%		100%		
CRESTED BUTTE	1			Y	Plan			Y		Y		19.65%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			varies from 6% to 12%		up to IRS allowed maximum		
DURANGO	2				Plan			Y		Y		11.20%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9%		up to \$19,500 or \$26,000 if 50+		
STEAMBOAT SPRINGS	3			Y	Plan			Y		Y	Y -	6.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol					Mand	Mand	
					EE Amt					3 percent	1 percent	
TELLURIDE	0				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				
					EE Amt			.05-.07				
WINTER PARK	3				Plan			Y		Y	Y -	0.00%
					Ben/Cont			Cont		Ben	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			7.65%		up to 15%	Roth IRA	
DENVER	2			Y	Plan			Y		Y		8.50%
					Ben/Cont			Ben				
					Mand/Vol			Mand		Vol		
					EE Amt			7.00%		Max. contribution \$17,000		
GOLDEN	3				Plan			Y		Y	Y - RHS	0.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10% sworn, all others 2%		Up to IRS Regulation Max		
COLORADO SPRINGS	1				Plan	Y		Y				0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand						
					EE Amt			8%				
BRIGHTON	1				Plan			Y		Y		9.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			9%				
FORT COLLINS	3			Y	Plan			Y		Y	Y - GERP	7.50%
					Ben/Cont			Cont		Cont	Ben	
					Mand/Vol			Mand		Vol		
					EE Amt			3%		Up to IRS annual maximum	plan closed - only ER contribution	
GREELEY	2				Plan		Y			Y		0.00%
					Ben/Cont		Cont			Cont		
					Mand/Vol		Vol			Vol		
					EE Amt							
PUEBLO	2				Plan	Y	Y	Y		Y	Y - IMCA Roth IRA	11.00%
					Ben/Cont	Both	Cont	Cont		Cont	Cont	
					Mand/Vol	Mand	Vol	Vol		Vol	Vol	

					EE Amt	8%	MAX ALLOWED BY IRS			MAX ALLOWED BY IRS	MAX ALLOWED BY IRS	
GRAND JUNCTION	2			Y	Plan			Y		Y		9.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Both		
					EE Amt			9%				
AURORA	2			Y	Plan			Y		Y		10.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6.75%, with 6.75% City match		IRS allowable		
ALAMOSA	1				Plan					Y	Y -	0.00%
					Ben/Cont					Cont	Cont	
					Mand/Vol					Vol	Vol	
					EE Amt					0		
ARVADA	2				Plan			Y		Y		15.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			8%		variable up to IRS limits		
BROOMFIELD	2			Y	Plan			Y		Y		6.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6%		Up to max set by Code		
BUENA VISTA	0				Plan			Y		Y		0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				
					EE Amt			3%				
CANON CITY	2			Y	Plan					Y	Y - Pension Plan	4.30%
					Ben/Cont					Cont	Cont	
					Mand/Vol					Vol	Mand	
					EE Amt						4.9%	
COMMERCE CITY	3				Plan			Y		Y	Y - Roth IRA	10.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			6%		1% up to IRS limits	1% up to IRS limits	
ENGLEWOOD	3				Plan			Y		Y	Y - Roth IRA	0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			6%		Varies	Varies	
GLENWOOD SPRINGS	0				Plan		Y	Y		Y		0.00%
					Ben/Cont		Both	Both		Cont		
					Mand/Vol		Vol	Vol		Vol		
					EE Amt		May contribute up to \$16,500 yrly	7.5%		A Maximum of \$17,000 per year		
GREENWOOD VILLAGE	3			Y	Plan		Y	Y		Y		8.00%
					Ben/Cont		Cont	Cont		Cont		
					Mand/Vol		Vol	Vol		Vol		
					EE Amt		Up to IRS limits, City will match 3% of either 401(k) or 457	City pays 5%, no employee contribution required		Up to IRS limits, City will match 3% of either 401(k) or 457		
GYPSUM	2			Y	Plan			Y		Y		7.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			7% of salary				
LAFAYETTE	3				Plan			Y		Y	Y -	10.20%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	

					EE Amt			8%		varies	varies	
LAKEWOOD	2				Plan			Y		Y		10.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9.2%		Up to allowable by law.		
LONGMONT	3				Plan			Y		Y	Y - Defined Benefit	9.50%
					Ben/Cont			Cont		Cont	Ben	
					Mand/Vol			Mand		Vol	Mand	
					EE Amt			6% of base salary			5.7% of base salary	
LOUISVILLE	3			Y	Plan			Y		Y	Y - Roth	9.50%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			5.0		varies	varies	
LOVELAND	2			Y	Plan			Y		Y		9.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			3%		100% of includable compensation up to IRS maximum		
MOUNTAIN VILLAGE	0				Plan	Y	Y			Y		0.00%
					Ben/Cont	Ben	Cont			Cont		
					Mand/Vol	Mand	Vol			Vol		
					EE Amt	8%						
NORTHGLENN	4				Plan			Y		Y		0.00%
					Ben/Cont					Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			12%		Varies		
STERLING	2			Y	Plan			Y		Y		7.37%
					Ben/Cont			Cont		Cont		
					Mand/Vol					Vol		
					EE Amt			Employee cannot contribute to 401a		Maximum allowed by IRS		
SUPERIOR	2				Plan			Y		Y	Y - Roth 457 (b)	15.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol					Vol	Vol	
					EE Amt			none				
THORNTON	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			5% of bi-weekly salary				
WESTMINSTER	2				Plan			Y		Y	Y -	10.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10% - Additional amount is voluntary		IRS guidelines	457 Roth; same as above	
WOODLAND PARK	1			Y	Plan			Y		Y		12.50%
					Ben/Cont			Cont		Both		
					Mand/Vol			Mand		Vol		
					EE Amt			5%		Varies up to IRS Maximum		
AVON	2				Plan			Y		Y		11.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			11%		additional amount elected by employee within the IRS guidelines		
DELTA	2			Y	Plan			Y		Y		7.00%



					Ben/Cont			Cont				
					Mand/Vol			Mand		Vol		
					EE Amt			5% of base salary				
ERIE	1			Y	Plan					Y		8.00%
					Ben/Cont					Cont		
					Mand/Vol					Vol		
					EE Amt					IRS maximum		
MONTE VISTA	2			Y	Plan			Y		Y		15.65%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			.00		100%		
SHERIDAN	3				Plan			Y		Y	Y - FPPA	0.00%
					Ben/Cont					Cont	Ben	
					Mand/Vol			Vol		Vol	Mand	
					EE Amt							
TRINIDAD	1				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				
					EE Amt			3%				
CARBONDALE	2				Plan			Y		Y		0.00%
					Ben/Cont							
					Mand/Vol					Vol		
					EE Amt			5% of the employee's gross annual wage				
MONTROSE	1			Y	Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0		8		
CEDAREdge	1			Y	Plan			Y		Y		6.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6% to 3% Employee elects percentage and cannot ever change election		voluntary amount or percentage		
CRIPPLE CREEK	2			Y	Plan			Y		Y		8.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			8% of salary		Max. of \$18,500 allowed for 2013		
ESTES PARK	2			Y	Plan		Y	Y		Y	Y - Roth IRA	10.00%
					Ben/Cont		Cont	Cont		Cont	Cont	
					Mand/Vol		Vol	Mand		Vol	Vol	
					EE Amt			8.00%				
GUNNISON	2			Y	Plan			Y		Y		3.50%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			5.0		Up to statutory limit		
LAMAR	5				Plan	Y	Y	Y		Y		9.00%
					Ben/Cont	Ben	Ben	Cont		Cont		
					Mand/Vol	Mand	Vol	Both		Vol		
					EE Amt	8%	up to 6%	8 % on mandatory & up to 6% vol.		Up to 6%		
YUMA	0				Plan	Y	Y					0.00%
					Ben/Cont	Ben	Cont					
					Mand/Vol	Mand	Mand					
					EE Amt	8%	10%					
MANITOU SPRINGS	2				Plan	Y	Y			Y		18.00%

					Ben/Cont	Ben	Cont			Cont		
					Mand/Vol	Mand	Vol			Vol		
					EE Amt	8%	their decision			their decision		
WHEAT RIDGE	2			Y	Plan			Y		Y	Y - Roth IRA	4.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			4%		Up to 17500 per year	Up to \$5500 per year	
WINDSOR	2			Y	Plan			Y		Y		5.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0%		Max allowed by IRS		
OURAY	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			3%				
RIDGWAY	2				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			4%				
TIMNATH	1				Plan	Y						0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand						
					EE Amt	8%						
SOUTH FORK	1				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Vol				
					EE Amt			.03				
SEVERANCE	0				Plan					Y		0.00%
					Ben/Cont					Both		
					Mand/Vol					Vol		
					EE Amt							

**Colorado Municipal League  
Management STD Summary Report  
4/13/2020**

Entity	STD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
ALAMOSA	Y		no	66.00%	10.00	yes	
ARVADA				0.00%			
AVON	Y		31 days	0.00%	annual salary x rate of coverage		60%; \$1,000.00 per week; 13 weeks
BRECKENRIDGE	Y			0.00%			\$1,500.00 per week
BRIGHTON	Y		80 hrs	75.00%	yes		448 hrs
BROOMFIELD	Y		7 days; benefit goes back to 1st day	100.00%	Self-funded	100% up to # of hours based on service	Varies based on service 312 to 520 hours
CANON CITY	Y	Y	45 Days	100.00%		100% of basic wkly compensation	135 days after 45 day waiting period
CARBONDALE	Y			0.00%			
CEDAREIDGE				0.00%			
COLORADO SPRINGS	Y		greater of 7 days or exhaustion of sick leave	0.00%	graded sch. based on sal., age & vesting class	yes	\$1,250 per week
COMMERCE CITY	Y		40 hours	100.00%	Self Insured: \$2.15 per month plus actual wages pa	100% of base wages	13 weeks
CRESTED BUTTE				0.00%			
CRIPPLE CREEK	Y	Y	7 days	0.00%			
DELTA	Y		30 days and exhaustion of accrued paid time off	100.00%	no premium/city pays salary	60% base salary	up to 6 months
DENVER				0.00%			
DURANGO	Y		5 days	66.66%	City plan which runs concurrent w/FMLA	No	480 hours per 12 month period
ERIE	Y		2 weeks	100.00%	.211/month per \$10 of coverage	60% of weekly salary	1000.00 per week
ESTES PARK				0.00%			
FORT COLLINS	Y	Y	14 calendar days	100.00%	\$1.27	Voya	
FORT LUPTON	Y		7	0.00%	Age+Wage Formula		60% of earnings
GLENWOOD SPRINGS	Y			60.00%	Annual Salary/52*.6=Wkly Cost	1st day accident/ 8th day illness	\$1000 Per Week
GOLDEN	Y		30 Days	100.00%	\$.22 per \$10 benefit		\$2,500/week
GRAND JUNCTION	Y		10 days	100.00%	self funded	75% of salary	448 hours
GREELEY	Y		14 days	100.00%	70% base pay	Yes	10,000
GREENWOOD VILLAGE				0.00%			
GUNNISON				0.00%			
GYPSUM				0.00%			
LAFAYETTE	Y		8 days	0.00%	depends upon the salary/age		60% of weekly salary
LAKEWOOD	Y		2 weeks	100.00%	Self-insured	No	50% of salary
LAMAR	Y	Y	15 days	0.00%	Salary x.35	yes	60% of salary
LONGMONT				0.00%			
LOUISVILLE	Y		0	100.00%	advice to pay and self funded	No	67%
LOVELAND	Y		14 consecutive calendar days	70.00%	\$1.82	no	91 days includes elimination
MANITOU SPRINGS				0.00%			
MONTE VISTA				0.00%			
MONTROSE			N/A	0.00%	N/A	N/A	N/A
MOUNTAIN VILLAGE	Y			0.00%			
NORTHGLENN	Y		2 weeks	100.00%	self funded		
OURAY				0.00%			
PUEBLO	Y		15 DAYS	0.00%	0.00		26 WEEKS
SEVERANCE	Y		7	100.00%	0.00	Yes	
SHERIDAN	Y			0.00%			
SOUTH FORK				0.00%			
STEAMBOAT SPRINGS	Y		14 days	100.00%	.56 times covered payroll	60%	\$750/week
STERLING	Y		15 days/10 working days	100.00%	salary/52weeks/70%/10xrate of pay		70%
SUPERIOR	Y		0 for injury 7 days for sickness	100.00%	\$.230 per \$10 of weekly benefit	66 2.3%	\$1,600 per week
THORNTON	Y		15 calendar days	100.00%	salary continuation	60%	N/A
TIMNATH				0.00%			
WESTMINSTER	Y		After 14 wks of full pay	100.00%	self-insured	60% of base salary	60% of base salary for a maximum of 12 weeks
WHEAT RIDGE	Y		30 days	100.00%	.014		500/week
WINDSOR	Y		14 days	50.00%		60% of weekly income	\$1000.00 per week
WOODLAND PARK	Y		31 DAYS	100.00%	.00026950	Mutual of Omaha	4000.00
YUMA				0.00%			

**Colorado Municipal League**  
**Management Sick Leave Summary Report**  
**4/13/2020**

Entity	Hours/ Year	Practices
ALAMOSA	80	Maximum balance of 480 hours. Can convert excess to vacation at 3 days sick to 1 day vacation.
ARVADA	96	See vacation comments re: sick leave conversion. SL max 1040 hrs. No sick leave payout unless hired before 1979; then max 480 hour payout.
AURORA	104	
AVON	96	
BENNETT	48	May accrue 288 hours. No compensation upon separation.
BLACK HAWK	96	
BLUE RIVER	80	Allowed 160 hours carry over
BRECKENRIDGE	96	Max 480 hours. After 3 years, at separation, can get 3:1 maximum or up to 80 hours paid out.
BRIGHTON	0	
BROOMFIELD	80	No carryover provision. Balance converts at a rate of 100% to annual leave at the end of the year.
BUENA VISTA	104	Follows vacation accrual Cap at 244 hours
CANON CITY	96	Maximum amount is 360
CARBONDALE	96	Cash Conversion Rates For 0-9 years of service: four 8-hour sick days to one 8-hour day of pay. For 10-14 years of service: three 8-hour sick days to one 8-hour day of pay. For 15+ years of service: two 8-hour sick days to one 8-hour day of pay.
CEDAREIDGE	0	
CHERRY HILLS VILLAGE	40	Extended Sick Leave, for absences in excess of one week
COLORADO SPRINGS	96	8 hours per month accrual to 1056 hrs; upon retirement will be paid for 1/2 of accrued leave in excess of 480 hrs. As of 1/1/2011, new hires will not get this pay out.
COMMERCE CITY	0	
CORTEZ	96	
CRESTED BUTTE	96	Maximum accrual is 960 hours. No payment for unused sick leave.
CRIPPLE CREEK	96	The maximum amount of sick leave that may be accumulated is 120 days (960 hrs.). Unused sick leave is not compensable, and is not paid out upon separation of employment.
DELTA	0	
DENVER	0	
DURANGO	0	Employees keep the sick time they have earned through 2005 (Prior Sick Leave), but no longer accrue additional sick leave starting in 2006. Prior sick leave can only be utilized for an FMLA event or to supplement a workers compensation claim.
ENGLEWOOD	0	Use one shift of Personal Leave (for each occurrence) then STD kicks in.
ERIE	78	Max accrual at 480 hours. Extended Sick Leave/Family Sick Leave may only be used for employee and family medical absences over five (5) consecutive working days or the equivalent period (40 hours). Family member is the same as defined by the FMLA.
ESTES PARK	96	Maximum Carryover is 480 hours. Excess leave converted 2/1 to vacation time on anniversary.
FORT COLLINS	120	
FOUNTAIN	96	Convert three days of Sick Leave hours (equal to number of hours in scheduled work day times three) for one day of vacation (equal to number of hours in scheduled work day).
FRISCO	96	Town does NOT buy back any accrued sick leave upon termination. No limit on max carry over from year to year. Maximum accumulation is 90 days or 720 hours.
GLENDALE	480	All administrative and police employees are eligible to keep up to 480 in their sick banks. Anything over at the end of year can be converted to vacation or paid out.
GLENWOOD SPRINGS	96	An employee who has the max hours will thereafter be compensated in money at current rate or in annual leave, at a rate of one half to one. Upon retirement, employees will be paid at their current rate, for unused accrued sick leave up to 960 hours.
GOLDEN	96	Can carryover up to maximum of 480 hours. Anything over 480 is converted to VantageCare Retirement Plan 3 to 1.
GRAND JUNCTION	0	
GREELEY	0	
GREENWOOD VILLAGE	96	Employees with more than 480 hours may convert hours in excess of that amount to vacation at 2 to 1. Maximum conversion of 80 in a year. Minimum accrual of 480 hours must remain after the conversion. Maximum accrual is 720 hours.
GUNNISON	96	If employee chooses Personal Preference Days, sick leave is reduced to 80 hours per year. Maximum accrual is 720 hours.
GYPSUM	96	If an employee has served a minimum of 5 years of continued service employee shall be paid at the regular hourly rate for one-half of the number of sick leave hours accumulated, maximum accumulation payout is 320 hours.
HAYDEN	96	If employee accrues over 480, at year end employee is paid at the rate of 8 hours per 24 hour.m After five years of service and upon termination, sick leave may be converted at the same rate. Employees may donate sick time to other employees.
KERSEY	80	
LA JUNTA	72	
LAFAYETTE	96	After 5 years of service, may buy back 1/3 of unused hours over 480 in bank. The bank is not to exceed 720 hours.
LAKEWOOD	96	Earn 8 hrs per month
LAMAR	80	Employees can accrue up to 720 hours - any hours over 720 is forfeited if un-used. Upon termination of employment sick leave is paid up to 240 hours depending on length of service.
LONGMONT	96	Can accrue without limit but contributions to RHS at termination limited to maximum of 960 hours. Earned but unused sick leave at time of termination or retirement in contributed at half value to the employee's Retirement Health Savings account.
LOUISVILLE	0	Included in paid leave bank.
LOVELAND	80	Balance at end of year is banked at 100% up to max of 480 hours. Anything over the max is paid out at 50%. Hours that are not eligible for pay out will be forfeited upon separation from employment.
MANITOU SPRINGS	96	No accrual restrictions, no buy back practice
MEEKER	96	After five year of employment, the employee receives 1/3 of sick time upon termination with the Town.
MONTE VISTA	144	May accrue up to 240 hours. Upon termination the employee is not eligible to receive payment of any sick hours accrued.
MONTROSE	96	Time must be accrued before using. Maximum accrual is 720 hours for full time employees. Maximum accrual is 360 hours for continuous part time employees.
MOUNTAIN VILLAGE	0	
NORTHGLENN	0	
OURAY	96	accrue 1 day/month, with a maximum accrual of 60 days, never paid out
PALISADE	96	No maximum accrual. Employees are compensated for any unused sick leave when their employment terminates at 55% of employees rate of pay. Medical or dental appointments are not charged against an employees sick leave.
PARACHUTE	96	
PLATTEVILLE	104	No buy back-maximum is 240 hours.
PUEBLO	96	MAXIMUM ACCRUAL IS 1600 HOURS (200 DAYS) -EMPLOYEES MAY SELL UP TO 80 HOURS FOR 40 HOURS PAY, SUBJECT TO THE ACCRUAL PLAN UNDER WHICH THEY WERE HIRED
RIDGWAY	96	upon termination after 5 yrs of continuous employment, 25% of hours up to 125 hrs cash out

ROCKY FORD	80	The maximum accrual is 640 hrs. Accrued sick leave hours in excess of 640 hrs shall be paid to the employee at a rate of one (1) hour for each two (2) hours of excess of sick leave.
SEVERANCE	0	
SILVERTHORNE	0	
SOUTH FORK	96	NONE. NO PAYOUT AT SEPARATION
STEAMBOAT SPRINGS	0	
STERLING	0	Sick leave is included in PTO hours.
SUPERIOR	96	Allotment of sick leave available on January 1 of each year. There is no limit to how many hours can be carried over to the following year. No cash payout of unused leave at time of termination of employment. Transfer of sick leave is prohibited.
TELLURIDE	80	Maximum carryover accrual allowed is 960 hours. After 2 years, 25% of annual accrual can be cashed out. Carryover is not eligible for cashout.
THORNTON	96	Accrue 8 hrs/mo; no conversion or buy back
TIMNATH	48	This is now called Paid Time Off (PTO) and is also capped at 120 hours at the end of the year for carry over.
VAIL	96	no buy back or conversion
WESTMINSTER	0	PTO - General Leave. Employees needing extended illness leave 2 weeks come out of General Leave Bank than maximum of 12 weeks of Major Illness Leave paid at 100% than maximum STD paid at 60%.
WHEAT RIDGE	40	Extended Sick Leave - primarily used for waiting period and to supplement STD - must be absent in excess of 40 hours to use.
WINDSOR	80	To a maximum of 480 hours. After hours have been accrued at the end of a year, employees can forfeit 80 hours of leave for 20 hours of pay.
WINTER PARK	0	
WOODLAND PARK	96	3.69 PER 26 PAY PERIODS. IF EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A 25% PAYOUT OF A MAXIMUM BANK OF 248 HOURS. IF THEY RETIRE AFTER 20 YEARS WITH THE CITY THERE IS A 50% PAYOUT OF A MAXIMUM BANK OF 248 HOURS.
YUMA	0	

**Colorado Municipal League  
Management Vacation Summary Report  
4/13/2020**

### **Section A: Hours Per Year by Years of Service**

[illegible]

WESTMINSTER	V	126	126	126	126	150	150	150	150	150	174	174	174	174	174	198	198	198	198	198	222	222	222	222	222	222
WHEAT RIDGE	P	160	160	160	160	160	184	184	184	184	184	208	208	208	208	208	232	232	232	232	232	232	232	232	232	232
WINDSOR	V	80	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
WINTER PARK	P	144	168	168	168	192	192	192	192	192	216	216	216	216	216	240	240	240	240	240	264	264	264	264	264	264
WOODLAND PARK	V	80	80	96	96	96	120	120	120	120	144	144	144	144	144	160	160	160	160	160	160	160	160	160	160	160
YUMA	V	40	80	80	80	88	88	88	96	96	96	104	104	104	112	112	112	120	120	120	128	128	128	136	136	144

## Section B: Vacation Practices

Entity	Practices
ALAMOSA	Maximum balance of 260 hours.
ARVADA	May convert sick to vacation: Min 480 hours sick: max 72 sick to 24 vac Above 720 hours sick: max 80 sick to 40 vac No buy back
ASPEN	Employees are eligible for vacation leave with pay after 6 consecutive months of service. Maximum accrual is 320 hours. An employee is eligible to cash-in up to 40 hrs. per calendar yr. as long as the employee has a balance of no less than 40 hours
AURORA	
AVON	
BENNETT	Employee may only carry current annaul accrual past anniversary date per year. All other hours are lost if not used. Board may grant extentions.
BLACK HAWK	
BLUE RIVER	160 hours/year may be carried over. Anything over is paid down to approved carry over
BRECKENRIDGE	Employees are encouraged to use leave in excess of 240 hours/year; hours in excess will carry over. The Town offers no buy back of unused hours.
BRIGHTON	We have a leave donation policy for employees undergoing STD who haven't the 80hours of leave accrued for the policy to kick in.
BROOMFIELD	Accrued by pay period based on years of service. There is no conversion or buy-back provision. Carryover no more than 320 hours to the next calendar year (Forfeit un-used leave).
BRUSH	up to 192 hours accrued until five years, or 288 hours after five years will be paid at resignation or retirement
BUENA VISTA	
CANON CITY	The maxium amount for 96 = 192 Hours The maxium amount for 120 = 240 Hours The maxium amount for 144 = 288 Hours The maxium amount for 168 = 336 Hours The maxium amount for 192 = 384 Hours
CARBONDALE	Employee can carry over up to 120 hours of vacation per year.
CASTLE ROCK	Same as General.
CEDAREIDGE	Accrual of 10 hours every two weeks. Accumulation limit annually 180 hours
CHERRY HILLS VILLAGE	PTO: Can carry over 160 hours year-to-year. Hours over 160 are paid out at year end at a rate of 50%.
COLORADO SPRINGS	The carry-over allowance of unused vacation time is 2x annual entitlement.
COMMERCE CITY	No accrual; granted to employees January 1. No carry-over. Year-end cash-out allowed based on years of service: 1-4 yrs = 30 hrs; 5-9 yrs = 40 hrs; 10-14 yrs = 50 hrs; 15+ yrs = 60 hrs
CORTEZ	Police are as follows: 1-5yrs is 152 hrs; 5-10yrs is 168 hrs; 10-15yrs is 192; and 15+ is 232 hrs. 240 hours maximum accrual for non police. 384 hours maximum accrual for police and communications technicians.
CRESTED BUTTE	May carry over up to 120 hours into new year. Accrued hours paid out at termination.
CRIPPLE CREEK	Employees are allowed to carry up to 240 hours (6 weeks) of vacation time.Emps going over may get option of receiving pay for these hours or taking the time off.Emps can also sell their vacation time with supe approval; and paid upon separation.
DELTA	Any unused accrued paid time off will be paid at the current rate of pay at time of separation from employment.
DENVER	
DILLON	
DURANGO	Maximum accrual to carryover is two times the accrual rate in effect for the employee based on years of service. Once the limit is reached the accrual stops until leave is used. Beginning in 2016, accrual rate is the same for EX and NE.
ENGLEWOOD	0-4 yrs of service accrual = 3.08 hrs/pay period; 5-9 yrs of service accrual=4.62 hrs/pay period; 10-19 yrs of service accrual=6.15 hrs/pay period; 20+ yrs of service accrual=6.54. Earning limit=2x annual earnings + 48 hours. No BB practices.
ERIE	Max accrual at 1.5 times annual rate at any time. No conversion or buy back allowed.
ESTES PARK	Maximum Carryovers on anniversary dates: 0-3=240 hours, 4-7=288 hours, 8-15=336, 16+ = 384 hours (this is for the Director group / At-Will Employees only)
FEDERAL HEIGHTS	Max accrual at 480. Hours in excess of 320 may be bought back by the City at 100% at the employee's choice.
FLORENCE	Full carryover is allowed.
FORT COLLINS	
FOUNTAIN	
FRISCO	Town buys back 100% of accrued vacation upon termination. 280 hours max carry over from year to year. 280 hours maximum accumulation.
GLENDALE	0-5 years of service employee receives 2 weeks/yr 5-10 years of service employee receives 3 weeks/yr 10-15 years of service employee receives 4 weeks/yr. No buy back or conversion policy.
GLENWOOD SPRINGS	None
GOLDEN	Based on maximum accrual schedule. No buy back or conversion.
GRAND JUNCTION	Buy back - 1 hour paid for every 2 hours, max 240 hours Max Accrual - 2 x annual Pay out at separation varies by years of service
GRAND LAKE	Employee can accumulate up to 30 days vacation time/ at time of separation/termination, town buys back at a 1:1 ration
GREELEY	We have hard cap of 300 hours, 320 for those over 15 years of service. If you have used 40 hours in past 12 months, and have a balance of 80, then you can sell back up to 40 hours 1 time a year.
GREENWOOD VILLAGE	Maximum accrual is 320 hours
GUNNISON	Can accrue up to 1.5 times the accumulation in the last twelve months.
GYPSUM	Maximum allowable 320 hours. Vacation leave is paid at termination to an employee who has been employed full-time for six months or longer.
HAYDEN	If an employee accrues over 240, accrual is suspended. At year end, employees are paid down to 240 hours
KERSEY	
LA JUNTA	can buy back 160 hours per year with min. of 80 hours left on leave
LAFAYETTE	Carry-over up to 200 hours per year. No buy back for vacation time.
LAKEWOOD	
LAMAR	Employees can accrue up to 20 days plus current years vacation. Forfeit any un-used vacation over allotted amount There is no conversion.
LASALLE	None
LONGMONT	Can accrue up to maximums based on years of service. Earned but unused vacation is paid at full value at time of termination or retirement.
LOUISVILLE	Leave bank includes vacation, sick & holidays. May bank up to 1.5 times accrual rate. Paid out at 100% upon separation from the City.
LOVELAND	Maximum accrual for exempt employees is 480 hours no matter how many years of service.
MANITOU SPRINGS	Beginning 01/2007 max carry over is amount employee can accrue in one year and excess is use or lose by Dec 31st of each year.
MEEKER	Employees may also earn compensatory time which is paid if not used with a certain time frame (depends on the department).
MONTE VISTA	Full time employees may accrue & carry over vacation time in an amount not to exceed their yearly amount. Any leave accrued in excess & not used by end of year, shall be forfeited.
MONTROSE	Maximum accrual/year = 200 hours for full time employees. Maximum accrual/year i= 100 hours for continuous part time employees.
MOUNTAIN VILLAGE	ACRUED BY HOUR BASED ON YEARS OF SERVICE
NORTHGLENN	Accrued by pay period. Employee can cash in 80 hours for 50% cash value one time per year.
OURAY	

PALISADE	Maximum accrual 160 hrs for employees with less than 10yrs of service. 240 hrs for employees with more than 10 yrs of service.
PARACHUTE	
PARKER	Accrued by pay period based on years of service. Carry over no more than 160 hrs to next calendar year (forfeit un-used leave). Pay out up to 160 hrs (after 1 yr employment) upon sepatation. No conversion or buy back practices.
PLATTEVILLE	No conversion or buy back.
PUEBLO	MAXIMUM ACCRUAL IS TWICE THE ANNUAL ACCRUAL -EMPLOYEES OVER AGE 50 WITH 15 YEARS SERVICE OR EMPLOYEES THAT HAVE 20 YEARS SERVICE MAY SELL 80 HOURS VACATION PER YEAR FOR NO MORE THAN 3 YEARS
RIDGWAY	
ROCKY FORD	The employee may carry up to a maximum of 40 days from the last day of March to the first of April each year. The employee will forfeit vacation leave in excess of this amount without compensation.
SEVERANCE	
SILVERTHORNE	Employees may cash in up to 80 hours 1 time/year with Town Mgr approval, based on available budget, provided employee maintains at least 80 hours on the books.
SOUTH FORK	100% PAYOUT AT SEPARATION
STEAMBOAT SPRINGS	One -time buy back of up to 160 hours a .5 value for employees with accrual balances in excess of 120 hours
STERLING	Accrued by per period based on years of service, pay period is bi-weekly. The maximum accrual is 288 hours.
SUPERIOR	Leave available on January 1. 1st year employees accumulate at a rate = 0.83 days/month. Carry over only 20 days to the next year. No cash given to unused leave over 20 days. Accumulated days paid upon resignation or dismissal
TELLURIDE	Maximum accrual allowed is 240 hours.
THORNTON	Monthly accrual of vacation hours. Vacation Leave hours above the annual limit of 240 hours will be forfeited, but up to 40 hours of forfeited leave will be deposited into employees Retiree Health Savings/RHS account.
TIMNATH	End of the year is capped at 120 hours for carryover. You can accrue more than that during the year, but you must use vacation so that only 120 hours will carry over at the end of the year.
TRINIDAD	Years 26-30 accrual increases by 1 day per year to max of 200 hours. Buy back may be requested in writing. Must be authorized by Dept. Head and City Manager
VAIL	no conversion or buy back provisions. Max carry-over 320 hrs/yr
WESTMINSTER	General Leave Accrual: <5 = 5.45 PER PAY PERIOD 5 - 10 = 6.37 PER PAY PERIOD Below accrual only applies to employees hired before 6/302010.: 10 - 15 = 7.29 PER PAY PERIOD 15 - 20 = 8.21 PER PAY PERIOD OVER 20 = 9.13 PER PAY PERIOD
WHEAT RIDGE	May receive payment in exchange for accrued PTO leave for hours in excess of 120, up to a maximum of 120 hours at an exchange rate of 1.5 for 1, (e.g. 120 hours = 80 hours payment).
WINDSOR	
WINTER PARK	
WOODLAND PARK	ACCRUALS ARE PER 26 PAY PERIOD. THERE IS A MAXIMUM BANK OF 192 VACATION HOURS. WHEN AN EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A PAYOUT OF THEIR ACCRUED MAXIMUM VACATION BANK.
YUMA	All Leave Time Accrual is Same as Described in General Plan



**Colorado Municipal League**  
**Management Vision Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
ALAMOSA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
ARVADA	\$8.96	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$13.00	\$0.00	0.00%	\$23.29	\$0.00	0.00%
AURORA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
AVON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
BRECKENRIDGE	\$13.63	\$7.63	55.98%	\$21.80	\$12.20	55.96%	\$22.25	\$12.45	55.96%	\$35.86	\$20.08	56.00%
BRIGHTON	\$13.70	\$13.70	100.00%	\$0.00	\$0.00	0.00%	\$19.86	\$14.90	75.03%	\$35.61	\$26.69	74.95%
BROOMFIELD	\$11.91	\$0.00	0.00%	\$17.26	\$0.00	0.00%	\$17.26	\$0.00	0.00%	\$30.96	\$0.00	0.00%
CANON CITY	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CEDAREGE	\$7.87	\$0.00	0.00%	\$14.91	\$0.00	0.00%	\$16.41	\$0.00	0.00%	\$25.58	\$0.00	0.00%
COLORADO SPRINGS	\$7.58	\$0.00	0.00%	\$15.16	\$0.00	0.00%	\$16.23	\$0.00	0.00%	\$25.93	\$0.00	0.00%
COMMERCE CITY	\$12.32	\$0.00	0.00%	\$19.70	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$32.42	\$0.00	0.00%
CRESTED BUTTE	\$6.00	\$6.00	100.00%	\$13.00	\$13.00	100.00%	\$14.00	\$14.00	100.00%	\$18.00	\$18.00	100.00%
CRIPPLE CREEK	\$8.03	\$8.03	100.00%	\$16.09	\$8.03	49.91%	\$13.63	\$8.03	58.91%	\$22.46	\$8.03	35.75%
DELTA	\$14.32	\$12.88	89.94%	\$0.00	\$0.00	0.00%	\$20.76	\$14.54	70.04%	\$37.22	\$19.72	52.98%
DENVER	\$5.78	\$0.00	0.00%	\$12.39	\$0.00	0.00%	\$9.33	\$0.00	0.00%	\$17.02	\$0.00	0.00%
DURANGO	\$21.66	\$17.00	78.49%	\$25.99	\$17.00	65.41%	\$25.99	\$17.00	65.41%	\$41.03	\$17.00	41.43%
ENGLEWOOD	\$14.76	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$21.42	\$0.00	0.00%	\$38.41	\$0.00	0.00%
ERIE	\$12.84	\$12.84	100.00%	\$20.55	\$18.37	89.39%	\$20.98	\$18.81	89.66%	\$33.82	\$29.49	87.20%
ESTES PARK	\$10.58	\$9.52	89.98%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$22.76	\$20.48	89.98%
FORT COLLINS	\$7.01	\$0.00	0.00%	\$14.04	\$0.00	0.00%	\$14.04	\$0.00	0.00%	\$22.47	\$0.00	0.00%
FORT LUPTON	\$5.42	\$5.42	100.00%	\$10.84	\$8.12	74.91%	\$0.00	\$0.00	0.00%	\$16.18	\$10.80	66.75%
GLENWOOD SPRINGS	\$4.62	\$0.00	0.00%	\$6.46	\$0.00	0.00%	\$6.00	\$0.00	0.00%	\$11.08	\$0.00	0.00%
GOLDEN	\$6.14	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$11.66	\$0.00	0.00%	\$17.14	\$0.00	0.00%
GRAND JUNCTION	\$7.94	\$0.00	0.00%	\$13.54	\$0.00	0.00%	\$13.82	\$0.00	0.00%	\$22.26	\$0.00	0.00%
GREELEY	\$0.84	\$0.84	100.00%	\$0.00	\$0.00	0.00%	\$1.28	\$1.28	100.00%	\$2.32	\$2.32	100.00%
GREENWOOD VILLAGE	\$5.97	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$11.37	\$0.00	0.00%	\$16.69	\$0.00	0.00%
GUNNISON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
GYPSUM	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
LAFAYETTE	\$12.14	\$12.14	100.00%	\$19.42	\$19.42	100.00%	\$19.83	\$19.83	100.00%	\$31.97	\$0.00	0.00%
LAKEWOOD	\$5.77	\$5.77	100.00%	\$0.00	\$0.00	0.00%	\$11.54	\$11.54	100.00%	\$18.57	\$18.57	100.00%
LAMAR	\$5.99	\$0.00	0.00%	\$11.92	\$0.00	0.00%	\$11.92	\$0.00	0.00%	\$15.49	\$0.00	0.00%
LONGMONT	\$2.48	\$2.48	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$6.31	\$2.48	39.30%
LOUISVILLE	\$10.58	\$10.58	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$22.75	\$17.75	78.02%
LOVELAND	\$10.58	\$0.00	0.00%	\$15.34	\$0.00	0.00%	\$18.22	\$0.00	0.00%	\$29.12	\$0.00	0.00%
MANITOU SPRINGS	\$13.64	\$0.00	0.00%	\$21.83	\$0.00	0.00%	\$22.81	\$0.00	0.00%	\$35.93	\$0.00	0.00%
MONTE VISTA	\$15.00	\$5.00	33.33%	\$25.00	\$5.00	20.00%	\$35.00	\$5.00	14.29%	\$45.00	\$5.00	11.11%
MONTROSE	\$7.25	\$7.25	100.00%	\$11.61	\$7.25	62.45%	\$11.85	\$7.25	61.18%	\$19.10	\$7.25	37.96%
MOUNTAIN VILLAGE	\$7.00	\$7.00	100.00%	\$13.00	\$13.00	100.00%	\$15.00	\$15.00	100.00%	\$19.00	\$19.00	100.00%
NORTHGLENN	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
OURAY	\$9.95	\$8.20	82.41%	\$15.92	\$13.12	82.41%	\$16.26	\$13.39	82.35%	\$26.21	\$21.59	82.37%
PUEBLO	\$6.74	\$0.00	0.00%	\$1,344.00	\$0.00	0.00%	\$12.75	\$0.00	0.00%	\$19.74	\$0.00	0.00%
RIDGWAY	\$10.00	\$10.00	100.00%	\$14.00	\$10.00	71.43%	\$13.00	\$10.00	76.92%	\$24.00	\$10.00	41.67%
SEVERANCE	\$10.00	\$10.00	100.00%	\$14.00	\$14.00	100.00%	\$13.00	\$13.00	100.00%	\$24.00	\$24.00	100.00%
SHERIDAN	\$8.45	\$8.45	100.00%	\$13.52	\$13.52	100.00%	\$13.52	\$13.52	100.00%	\$22.25	\$22.25	100.00%
SOUTH FORK	\$7.52	\$7.52	100.00%	\$15.07	\$0.00	0.00%	\$12.76	\$0.00	0.00%	\$21.03	\$0.00	0.00%
STERLING	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
SUPERIOR	\$5.70	\$5.70	100.00%	\$11.35	\$10.22	90.04%	\$11.35	\$10.22	90.04%	\$14.75	\$12.54	85.02%
THORNTON	\$8.22	\$7.40	90.02%	\$0.00	\$0.00	0.00%	\$14.06	\$7.40	52.63%	\$25.21	\$7.41	29.39%
TIMNATH	\$9.66	\$9.66	100.00%	\$14.16	\$0.00	0.00%	\$12.56	\$0.00	0.00%	\$24.22	\$0.00	0.00%
WESTMINSTER	\$12.26	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$22.94	\$0.00	0.00%	\$33.67	\$0.00	0.00%
WHEAT RIDGE	\$7.46	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$14.13	\$0.00	0.00%	\$20.72	\$0.00	0.00%
WINDSOR	\$12.88	\$6.44	50.00%	\$18.67	\$9.34	50.03%	\$18.67	\$9.34	50.03%	\$33.48	\$16.74	50.00%
WOODLAND PARK	\$7.54	\$7.54	100.00%	\$12.07	\$9.05	74.98%	\$12.32	\$9.24	75.00%	\$19.87	\$14.90	74.99%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**Management Vision Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
ALAMOSA	N				0%	
ARVADA	Y	PPO	N/A	PPO	80%	VSP
AURORA	N		N/A		0%	
AVON	Y	Self	Dental		100%	CNIC Health Solutions (TPA)
BRECKENRIDGE	Y	PPO	N/A		65%	VSP Vision Care
BRIGHTON	Y	PPO	N/A	EE + F	90%	VSP
BROOMFIELD	Y	INDEM	N/A	Indemnity	17%	VSP
CANON CITY	Y	Self	Health	One plan	100%	Self Insured / Meritain
CEDAREDEGE	Y	PPO	Dental	PPO	0%	Principal Financial Group
COLORADO SPRINGS	Y	Fully Insured	N/A	VSP	0%	Vision Service Plan (VSP)
COMMERCE CITY	Y	PPO	N/A	PPO	60%	Vision Services Plan
CRESTED BUTTE	Y	POS			100%	CEBT
CRIPPLE CREEK	Y	PPO	N/A	PPO	100%	MetLife
DELTA	Y	PPO	N/A		100%	Vision Service Plan
DENVER	N	HMO	Health	Anthem Vision (only plan)	0%	Anthem Vision
DURANGO	Y	PPO	N/A		100%	VSP
ENGLEWOOD	Y	PPO	N/A	only 1 plan offered	53%	VSP
ERIE	Y		N/A	VSP	96%	Vision Service Plan
ESTES PARK	Y	POS	N/A	POS	96%	VSP
FORT COLLINS	Y	POS,Full Insured	N/A	POS	70%	Vision Service Plan
FORT LUPTON	Y		N/A		0%	Humana
GLENWOOD SPRINGS	Y	PPO	N/A	Only Offer One Plan	49%	VSP
GOLDEN	Y	Voluntary Vision Plan	N/A		54%	EyeMed
GRAND JUNCTION	Y	Self,VSP	N/A	Only one option	34%	VSP Vision Benefit
GREELEY	Y	PPO	N/A	PPO	86%	VSP
GREENWOOD VILLAGE	Y		N/A		0%	Eye Med
GUNNISON	Y	PPO	Health	PPO 3	58%	CEBT
GYPSUM	Y	HSA	Health		96%	CIGNA
LAFAYETTE	Y	PPO	N/A	PPO	53%	VSP
LAKEWOOD	Y	HMO	N/A	Vision Service Plan	96%	Vision Service Plan
LAMAR	Y	PPO	Health		50%	VSP/CHP
LONGMONT	Y	POS,Vision Services Plan	N/A	Only offer VSP coverages	99%	Vision Services Plan
LOUISVILLE	Y	PPO	N/A	PPO	90%	Vision Service Plan
LOVELAND	Y	PPO, Vision Services Plan VSP	N/A		65%	Vision Services Plan VSP
MANITOU SPRINGS	Y	PPO	N/A	VSP Signature Plan	45%	VSP
MONTE VISTA	Y	Partially Self Funded	N/A	Partially Self Funded	100%	EBMS/Mountain States Administration
MONTROSE	Y	PPO	N/A	PPO	99%	VSP
MOUNTAIN VILLAGE	Y		Health	CEBT/ UMR	100%	CEBT-CNIC
NORTHGLENN	N				0%	
OURAY	Y		N/A		100%	VSP
PUEBLO	Y		N/A		15%	Anthem Blue Vision
RIDGWAY	Y	PPO	Health	PPO	100%	Delta Dental
SEVERANCE	Y		N/A		100%	VSP
SHERIDAN	Y		N/A		0%	VSP
SOUTH FORK	Y	PPO	N/A	PPO	0%	Met Life
STERLING	N				0%	
SUPERIOR	Y	PPO,N/A	N/A	N/A	89%	VSP
THORNTON	Y	PPO	N/A	PPO	83%	Vision Service Plan
TIMNATH	Y	PPO	Health	PPO	70%	United Healthcare Vision
WESTMINSTER	Y	PPO, Fully funded	N/A	Only one choice - VSP	55%	VSP
WHEAT RIDGE	Y	PPO	N/A	PPO	46%	Eye Med
WINDSOR	Y	INDEM	N/A	Indemnity	100%	VSP
WOODLAND PARK	Y	PPO	N/A	PPO	96%	VSP
YUMA	N				0%	

**Colorado Municipal League**  
**Part Time Report**  
**04/11/2020**

**Job #P01 (1151) - ARTS AND CRAFTS INSTRUCTOR**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time Range		Actual			Updated
					Min	Max	Min	Max	Avg	
GOLDEN	Arts/Craft/Pottery Instructor	20.00	N	1	\$12.00	\$23.00	\$17.25	\$17.25	\$17.25	02/13/2020
WESTMINSTER	Arts Instructor	0.00	N	13	\$14.32	\$18.20	\$14.32	\$18.20	\$15.52	01/29/2020
<b>Average</b>				<b>7.0</b>	<b>\$13.16</b>	<b>\$20.60</b>	<b>\$15.79</b>	<b>\$17.73</b>	<b>\$16.38</b>	

**Job #P02 (1054) - ASSOCIATE MUNICIPAL JUDGE**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time Range		Actual			Updated
					Min	Max	Min	Max	Avg	
AURORA	Associate Judge (AA38)	20.00	N	2	\$52.43	\$62.30	\$61.11	\$61.11	\$61.11	03/16/2020
BROOMFIELD	Deputy Municipal Judge	0.00	N	1	\$51.70	\$78.00	\$78.00	\$78.00	\$78.00	02/26/2020
<b>Average</b>				<b>1.0</b>	<b>\$52.06</b>	<b>\$70.15</b>	<b>\$69.56</b>	<b>\$69.56</b>	<b>\$69.56</b>	

**Job #P03 (606) - BUILDING SUPERVISOR**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time Range		Actual			Updated
					Min	Max	Min	Max	Avg	
CASTLE ROCK	Front Desk Manager	0.00	Y	1	\$12.98	\$18.17	\$0.00	\$0.00	\$0.00	03/03/2020
BROOMFIELD	Program/Facility Supervisor	0.00	N	0	\$13.00	\$18.15	\$13.71	\$21.25	\$17.48	02/26/2020
LONGMONT	Supervisor, Building/Facility/Field	0.00	N	0	\$17.31	\$20.77	\$0.00	\$0.00	\$0.00	03/03/2020
<b>Average</b>				<b>1.0</b>	<b>\$14.43</b>	<b>\$19.03</b>	<b>\$13.71</b>	<b>\$21.25</b>	<b>\$17.48</b>	

**Job #P04 (1172) - CHILD CARE PROVIDER**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time Range		Actual			Updated
					Min	Max	Min	Max	Avg	
DURANGO	Child Care Attendant	0.00	N	8	\$12.50	\$17.30	\$12.50	\$12.50	\$12.50	03/03/2020
GOLDEN	Child Care Worker	20.00	N	7	\$9.30	\$13.00	\$9.30	\$9.40	\$9.31	02/13/2020
BROOMFIELD	Child Sitting Provider	0.00	N	0	\$12.20	\$15.10	\$13.65	\$13.65	\$13.65	02/26/2020
FORT LUPTON	Child Care Attendant	0.00	N	4	\$12.00	\$16.80	\$12.16	\$13.11	\$12.71	03/05/2020
LAFAYETTE	Childcare Worker	15.00	N	0	\$12.50	\$15.63	\$12.50	\$13.77	\$12.68	03/09/2020
LOUISVILLE	Recreation Services Representative-Childcare	0.00	N	14	\$12.00	\$15.50	\$12.00	\$14.19	\$13.05	02/10/2020
LOVELAND	Childcare Attendant	19.00	N	5	\$12.00	\$17.00	\$12.00	\$12.00	\$12.00	03/23/2020
WESTMINSTER	Childcare Attendant	0.00	N	13	\$12.14	\$14.00	\$12.14	\$12.14	\$12.14	01/28/2020
DELTA	Children Activity Room Leader	15.00	N	2	\$8.00	\$10.00	\$9.00	\$9.00	\$9.00	03/11/2020
ERIE	Recreation Attendant II Guest Service	28.00	Y	12	\$14.00	\$17.50	\$14.00	\$14.00	\$14.00	03/11/2020
SILVERTHORNE	Child Care Attendant	10.00	N	11	\$12.32	\$16.42	\$12.91	\$16.42	\$13.85	03/09/2020
WHEAT RIDGE	Child Care Attendant	12.00	N	19	\$8.52	\$11.22	\$8.52	\$10.78	\$9.03	03/25/2020
CORTEZ	Child Care Attendant	25.00	N	3	\$7.02	\$12.00	\$7.02	\$8.00	\$7.50	03/18/2020
<b>Average</b>				<b>8.0</b>	<b>\$11.12</b>	<b>\$14.73</b>	<b>\$11.36</b>	<b>\$12.23</b>	<b>\$11.65</b>	

**Job #P06 (1173) - DAY CAMP AIDE**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time Range		Actual			Updated
					Min	Max	Min	Max	Avg	
DURANGO	Gametime Leader	0.00	N	10	\$12.50	\$17.30	\$12.50	\$12.50	\$12.50	03/03/2020
GOLDEN	Day Camp Aide/Leader	20.00	N	0	\$9.30	\$15.00	\$0.00	\$0.00	\$0.00	02/13/2020
LAFAYETTE	Day Camp Leader	20.00	N	0	\$13.00	\$16.25	\$13.13	\$13.13	\$13.13	03/09/2020
ERIE	Camp Counselor I	40.00	N	5	\$12.85	\$16.06	\$12.85	\$12.85	\$12.85	03/11/2020
CRIPPLE CREEK	Program Assistant 1	20.00	N	6	\$10.74	\$14.54	\$10.71	\$13.03	\$11.60	02/15/2020
<b>Average</b>				<b>7.0</b>	<b>\$11.68</b>	<b>\$15.83</b>	<b>\$12.30</b>	<b>\$12.88</b>	<b>\$12.52</b>	

**Job #P07 (1169) - DAY CAMP DIRECTOR**

					Part Time					
					Range		Actual			
Entity	Preferred Title	Hrs/Wk	Ben	Inc	Min	Max	Min	Max	Avg	Updated
GOLDEN	Day Camp Coordinator	25.00	N	0	\$10.75	\$17.00	\$0.00	\$0.00	\$0.00	02/13/2020
LAFAYETTE	Day Camp Manager	25.00	N	0	\$16.25	\$22.75	\$16.25	\$18.63	\$17.07	03/18/2020
ERIE	Day Camp Director	40.00	N	3	\$18.13	\$22.67	\$18.13	\$18.22	\$18.19	03/11/2020

**Average** **3.0** **\$15.04** **\$20.81** **\$17.19** **\$18.42** **\$17.63**

**Job #P08 (1176) - FITNESS INSTRUCTOR (CERTIFIED)**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
DURANGO	Certified Fitness/Aerobics Instructor	0.00	N	49	\$17.00	\$23.53	\$17.00	\$21.86	\$19.43	03/03/2020
GOLDEN	Fitness Instructor	15.00	N	15	\$16.00	\$26.00	\$17.75	\$24.04	\$19.41	02/13/2020
CASTLE ROCK	Fitness Instructor	20.00	N	42	\$19.51	\$25.36	\$0.00	\$0.00	\$0.00	03/03/2020
BROOMFIELD	Fitness Instructor	0.00	N	0	\$17.70	\$28.20	\$18.38	\$26.21	\$22.30	02/26/2020
COMMERCE CITY	Specialty Fitness Instructor I - III	0.00	N	0	\$18.69	\$23.15	\$0.00	\$0.00	\$0.00	03/27/2020
FORT LUPTON	Certified Instructor	0.00	N	6	\$16.00	\$22.40	\$17.07	\$20.00	\$18.13	03/05/2020
LAFAYETTE	Fitness Instructor	2.00	N	26	\$14.75	\$18.44	\$14.75	\$18.22	\$16.76	03/09/2020
LOUISVILLE	Recreation Instructor IV	8.00	N	44	\$17.00	\$30.50	\$17.68	\$25.43	\$21.30	02/10/2020
NORTHGLENN	Fitness Instructor (Certified)	0.00	N	4	\$18.32	\$25.63	\$18.32	\$22.19	\$20.70	01/10/2020
WESTMINSTER	Fitness Instructor	0.00	N	96	\$17.54	\$22.31	\$17.54	\$22.31	\$18.74	01/29/2020
ERIE	Program Instructor - Fitness	6.00	N	36	\$19.77	\$24.71	\$19.77	\$27.49	\$21.41	03/11/2020
SILVERTHORNE	Group Fitness Instructor	4.00	N	13	\$20.02	\$26.69	\$21.18	\$26.69	\$24.23	03/09/2020
WHEAT RIDGE	Fitness Instructor II	8.00	N	32	\$16.68	\$21.96	\$17.18	\$22.62	\$18.62	03/25/2020
WINDSOR	Fitness Instructor	5.00	N	0	\$18.91	\$22.80	\$0.00	\$0.00	\$0.00	03/11/2020

**Average** **33.0** **\$17.71** **\$24.41** **\$17.87** **\$23.37** **\$20.09**

**Job #P09 (1177) - FITNESS INSTRUCTOR (NON-CERTIFIED)**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
DURANGO	Non-Certified Fitness/Aerobics Instructor	0.00	N	4	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	03/03/2020
GOLDEN	Fitness Instructor - Non Certified	15.00	N	2	\$12.00	\$23.00	\$12.50	\$12.75	\$12.63	02/13/2020
COMMERCE CITY	Fitness Instructor	0.00	N	5	\$13.46	\$17.27	\$0.00	\$0.00	\$0.00	03/27/2020
FORT LUPTON	Non-certified Instructor	0.00	N	2	\$14.00	\$19.60	\$14.42	\$14.56	\$14.49	03/05/2020
LOUISVILLE	Recreation Instructor III	4.00	N	1	\$14.00	\$22.50	\$15.50	\$0.00	\$0.00	02/10/2020
NORTHGLENN	Fitness Instructor (non-certified)	0.00	N	0	\$15.96	\$22.34	\$0.00	\$0.00	\$0.00	01/10/2020
DELTA	Fitness/Personal Trainer Instructor	0.00	N	10	\$9.00	\$13.00	\$9.75	\$12.25	\$13.00	03/11/2020
WHEAT RIDGE	Fitness Instructor I	12.00	N	4	\$13.34	\$17.56	\$13.74	\$15.76	\$14.49	03/25/2020
WINDSOR	Fitness Instructor - Non Certified	5.00	N	0	\$12.84	\$15.48	\$0.00	\$0.00	\$0.00	03/11/2020

**Average** **4.0** **\$12.96** **\$18.08** **\$12.98** **\$13.46** **\$13.32**

**Job #P10 (1201) - GOLF PRO SHOP SPECIALIST**

					Part Time					
					Range		Actual			
Entity	Preferred Title	Hrs/Wk	Ben	Inc	Min	Max	Min	Max	Avg	Updated
GOLDEN	Pro Shop Specialist	20.00	N	2	\$10.75	\$17.00	\$11.50	\$13.25	\$12.38	02/13/2020
GRAND JUNCTION	Golf Shop Assistant	0.00	N	0	\$9.30	\$9.76	\$0.00	\$0.00	\$0.00	02/27/2020
COMMERCE CITY	Golf Shop Assistant I & II	0.00	N	0	\$11.10	\$14.58	\$0.00	\$0.00	\$0.00	03/27/2020
FORT LUPTON	Golf Pro Shop Specialist	0.00	N	4	\$12.00	\$16.80	\$12.00	\$15.50	\$13.58	03/05/2020
LAFAYETTE	Shop Assistant	0.00	N	0	\$14.25	\$17.81	\$14.25	\$14.25	\$14.25	03/09/2020
WESTMINSTER	Golf Course Retail Shop Clerk	0.00	N	17	\$12.14	\$14.00	\$12.14	\$14.00	\$12.64	01/29/2020
CEDAREDGE	Pro Shop Assistant	20.00	N	4	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	02/26/2020
FREDERICK	Golf Course Clubhouse Attendant	20.00	N	5	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	03/12/2020

**Average** **6.0** **\$11.69** **\$14.24** **\$12.31** **\$13.50** **\$12.81**

**Job #P10.5 (1202) - GOLF MARSHALL/ GUEST SERVICES**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
GOLDEN	Player Assistant	20.00	N	0	\$9.30	\$13.00	\$0.00	\$0.00	\$0.00	02/13/2020

COMMERCE CITY	Outside Services	0.00	N	0	\$11.10	\$14.58	\$0.00	\$0.00	\$0.00	03/27/2020
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<b>Average</b>				<b>0.0</b>	<b>\$10.20</b>	<b>\$13.79</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
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**Job #P11 (1213) - HEAD ATHLETIC COACH**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
BROOMFIELD	Gymnastics Instructor III/Coach/Youth Coach III/Instructor	0.00	N	0	\$14.50	\$18.90	\$15.05	\$16.70	\$15.88	02/26/2020
WESTMINSTER	Sport Coach	0.00	N	9	\$12.76	\$16.20	\$12.76	\$16.20	\$14.15	01/29/2020
WHEAT RIDGE	Head Coach	4.00	N	1	\$10.87	\$14.31	\$11.19	\$11.19	\$11.19	03/25/2020
Average				5.0	\$12.71	\$16.47	\$13.00	\$14.70	\$13.74	

**Job #P12 (245) - INTERN**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
GREELEY	Intern I	0.00	N	0	\$12.22	\$21.26	\$0.00	\$0.00	\$0.00	03/02/2020
GRAND JUNCTION		20.00	N	7	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	02/27/2020
LAFAYETTE	Engineering / Sustainability Intern	0.00	N	0	\$17.25	\$24.15	\$0.00	\$0.00	\$0.00	04/01/2020
WESTMINSTER	Intern I/II/III	20.00	N	7	\$12.40	\$25.81	\$12.40	\$22.34	\$17.70	01/29/2020
WINDSOR	College Intern	19.00	N	0	\$13.65	\$16.46	\$0.00	\$0.00	\$0.00	03/11/2020
Average				7.0	\$13.90	\$20.34	\$13.20	\$18.17	\$15.85	

**Job #P14 (1424) - KITCHEN ASSISTANT**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
COMMERCE CITY	Food & Beverage Assistant	0.00	N	0	\$15.08	\$19.13	\$0.00	\$0.00	\$0.00	03/27/2020
LOUISVILLE	Meal Site Coordinator & Program Assistant	30.00	Y	1	\$16.54	\$21.88	\$16.98	\$16.98	\$16.98	02/10/2020
Average				1.0	\$15.81	\$20.50	\$16.98	\$16.98	\$16.98	

**Job #P17 (1116) - LIBRARY SHELVER**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
BROOMFIELD	Library Aide	0.00	N	0	\$12.35	\$15.80	\$12.88	\$14.31	\$13.60	02/26/2020
ENGLEWOOD	Library Shelver	20.00	Y	2	\$13.94	\$18.85	\$13.94	\$13.94	\$13.94	03/15/2019
FORT LUPTON	Library Page	0.00	N	3	\$11.10	\$12.24	\$11.21	\$12.00	\$11.53	02/07/2020
LAFAYETTE	Library Materials Handler	20.00	N	7	\$14.00	\$17.50	\$14.00	\$15.53	\$14.57	03/09/2020
LOUISVILLE	Library Page	20.00	N	5	\$12.09	\$15.99	\$13.91	\$14.18	\$14.05	02/10/2020
LOVELAND	Library Material Handler	19.00	N	11	\$12.00	\$17.00	\$12.00	\$12.00	\$12.00	03/23/2020
WESTMINSTER	Library Shelver	20.00	Y	9	\$12.02	\$15.01	\$12.02	\$15.01	\$13.79	01/29/2020
Average				6.0	\$12.50	\$16.06	\$12.85	\$13.85	\$13.35	

**Job #P18 (1215) - LIFEGUARD**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
BRECKENRIDGE	Lifeguard	0.00	N	14	\$13.64	\$18.18	\$14.05	\$21.19	\$16.14	01/24/2020
DURANGO	Lifeguard	0.00	N	60	\$13.00	\$18.00	\$13.00	\$13.00	\$13.00	03/03/2020
GOLDEN	Lifeguard	20.00	N	45	\$9.30	\$13.00	\$9.30	\$9.30	\$9.30	02/13/2020
CASTLE ROCK	LIFEGUARD	20.00	N	107	\$12.48	\$17.47	\$0.00	\$0.00	\$0.00	03/03/2020
GRAND JUNCTION	Lifeguard	0.00	N	0	\$9.30	\$11.19	\$0.00	\$0.00	\$0.00	02/27/2020
COMMERCE CITY	Lifeguard PT	0.00	N	0	\$12.08	\$15.68	\$0.00	\$0.00	\$0.00	03/27/2020
FORT LUPTON	Lifeguard	0.00	N	18	\$11.10	\$15.54	\$11.10	\$11.44	\$11.35	02/07/2020
LAFAYETTE	Lifeguard	10.00	N	55	\$13.00	\$16.25	\$13.00	\$13.13	\$13.11	03/09/2020
LOUISVILLE	Lifeguard	10.00	N	67	\$12.00	\$18.50	\$12.00	\$0.00	\$0.00	02/28/2020
LOVELAND	Lifeguard	19.00	N	22	\$12.00	\$17.00	\$12.00	\$12.75	\$12.50	03/23/2020
NORTHGLENN	Lifeguard	0.00	N	17	\$13.65	\$17.79	\$13.65	\$15.01	\$13.99	01/10/2020
SUPERIOR	LIFEGUARD	0.00	N	20	\$11.25	\$17.50	\$11.25	\$12.75	\$12.19	03/11/2020
WESTMINSTER	Lifeguard (Hourly) / Lifeguard II	0.00	N	60	\$12.14	\$14.43	\$12.14	\$12.50	\$12.27	01/29/2020

	(Hourly)									
AVON	RECREATION COODINATOR - AQUATICS	10.00	N	30	\$12.29	\$21.83	\$12.29	\$20.31	\$15.89	03/28/2020
DELTA	LIFEGUARD	0.00	N	8	\$8.00	\$10.00	\$9.25	\$9.25	\$9.25	03/11/2020
ERIE	Lifeguard	0.00	N	32	\$14.66	\$19.21	\$14.00	\$15.26	\$15.23	03/11/2020
SILVERTHORNE	Lifeguard	10.00	N	25	\$14.63	\$19.51	\$14.63	\$16.93	\$15.20	03/09/2020
WHEAT RIDGE	Lifeguard	7.00	N	63	\$8.83	\$11.63	\$8.83	\$11.57	\$9.39	03/25/2020
WINDSOR	Lifeguard	28.00	N	23	\$12.08	\$14.56	\$0.00	\$0.00	\$0.00	03/11/2020
OURAY	Lifeguard	25.00	N	18	\$14.83	\$20.76	\$14.83	\$14.83	\$14.83	03/01/2020
CORTEZ	Parks & Recreation Lifeguard	32.00	N	22	\$8.78	\$15.00	\$9.38	\$11.24	\$9.89	03/11/2020
SALIDA	Lifeguard	5.00	N	1	\$0.00	\$0.00	\$19.04	\$0.00	\$19.04	03/02/2020

**Average**

**35.0**

**\$11.86**

**\$16.33**

**\$12.43**

**\$13.78**

**\$13.09**

**Job #P19 (1217) - LIFEGUARD/ INSTRUCTOR**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
DURANGO	Water Safety Instructor	0.00	N	29	\$13.50	\$18.69	\$13.50	\$13.50	\$13.50	03/03/2020
GOLDEN	Swim Instructor	20.00	N	2	\$10.00	\$15.00	\$10.50	\$11.50	\$11.00	02/13/2020
CASTLE ROCK	Aquatics Group Instructor	20.00	N	10	\$12.98	\$18.17	\$0.00	\$0.00	\$0.00	03/03/2020
GRAND JUNCTION	Lifeguard/Instructor	0.00	N	0	\$9.30	\$11.19	\$0.00	\$0.00	\$0.00	02/27/2020
FORT LUPTON	Water Safety Instructor	0.00	N	6	\$0.00	\$0.00	\$11.40	\$13.55	\$12.25	02/07/2020
LOUISVILLE	Water Safety Instructor	6.00	N	100	\$12.80	\$19.50	\$12.00	\$17.71	\$15.09	02/10/2020
NORTHGLENN	Lifeguard/Instructor	0.00	Y	0	\$14.33	\$18.59	\$0.00	\$0.00	\$0.00	01/10/2020
AVON	Swim Instructor	8.00	N	7	\$13.80	\$16.91	\$13.80	\$15.66	\$14.17	03/28/2020
ERIE	Program Instructor I and II - Aquatics	20.00	N	21	\$16.64	\$24.74	\$16.93	\$24.06	\$18.62	03/11/2020
SILVERTHORNE	Water Safety Instructor	10.00	N	6	\$17.04	\$22.72	\$17.04	\$20.79	\$18.38	03/09/2020
WINDSOR	Head Lifeguard	28.00	N	0	\$12.08	\$14.56	\$0.00	\$0.00	\$0.00	03/11/2020
Average				22.0	\$13.25	\$18.01	\$13.60	\$16.68	\$14.72	

**Job #P21 (1263) - PERSONAL TRAINER**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
GOLDEN	Personal Trainer	15.00	N	3	\$16.00	\$26.00	\$18.00	\$26.00	\$21.81	02/13/2020
CASTLE ROCK	Personal Trainer	20.00	N	7	\$19.51	\$25.36	\$0.00	\$0.00	\$0.00	03/03/2020
BROOMFIELD	Personal Trainer	0.00	N	0	\$20.55	\$29.20	\$22.98	\$29.20	\$26.09	02/26/2020
COMMERCE CITY	Personal Trainer I - III	0.00	N	0	\$18.69	\$27.97	\$0.00	\$0.00	\$0.00	03/27/2020
FORT LUPTON	Personal Trainer	0.00	N	3	\$20.00	\$28.00	\$20.20	\$28.21	\$23.07	02/07/2020
LOUISVILLE	Personal Trainer	0.00	N	0	\$17.00	\$30.50	\$0.00	\$0.00	\$0.00	02/10/2020
WESTMINSTER	Personal Trainer	0.00	N	16	\$21.51	\$27.37	\$21.51	\$23.68	\$22.58	01/29/2020
ERIE	Personal Trainer	18.00	N	10	\$19.18	\$25.16	\$19.18	\$35.16	\$21.36	03/11/2020
SILVERTHORNE	Personal Trainer	6.00	N	4	\$24.92	\$33.22	\$26.36	\$33.22	\$28.67	03/09/2020
WHEAT RIDGE	Personal Trainer	12.00	N	10	\$16.68	\$21.96	\$17.18	\$22.62	\$18.15	03/25/2020
Average				7.0	\$19.40	\$27.47	\$20.77	\$28.30	\$23.10	

**Job #P22 (1748) - POLICE CADET**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
STERLING	Police Cadet	0.00	N	0	\$13.25	\$0.00	\$0.00	\$0.00	\$0.00	03/07/2020
Average				0.0	\$13.25	\$0.00	\$0.00	\$0.00	\$0.00	

**Job #P23 (1264) - RECREATION AIDE**

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
GOLDEN	Weight Room Attendant	15.00	N	4	\$9.30	\$13.00	\$9.30	\$9.53	\$9.37	02/13/2020
CASTLE ROCK	League Supervisor	0.00	N	60	\$12.98	\$18.17	\$0.00	\$0.00	\$0.00	03/03/2020
FORT LUPTON	Building Attendant	0.00	N	9	\$12.50	\$17.50	\$12.69	\$13.96	\$13.20	03/05/2020
WESTMINSTER	Recreation Aide	20.00	Y	3	\$14.57	\$18.65	\$14.94	\$16.90	\$15.84	01/29/2020
ERIE	Recreation Specialist I / II General Interest	28.00	N	16	\$16.60	\$25.16	\$16.60	\$16.97	\$16.76	03/11/2020
WHEAT RIDGE	Recreation Aide	12.00	N	7	\$7.67	\$10.10	\$7.90	\$9.07	\$8.19	03/25/2020
MEAD		20.00	N	0	\$15.00	\$15.00	\$0.00	\$0.00	\$15.00	03/14/2020

Average					16.0	\$12.66	\$16.80	\$12.29	\$13.29	\$13.06
Job #P24 (1266) - RECREATION CENTER RECEPTIONIST										
					Part Time					
					Range		Actual			
Entity	Preferred Title	Hrs/Wk	Ben	Inc	Min	Max	Min	Max	Avg	Updated
DURANGO	Lead Receptionist/Cashier	0.00	N	14	\$14.00	\$19.38	\$14.00	\$14.52	\$14.26	03/03/2020
GOLDEN	Facility Coordinator	20.00	N	8	\$10.75	\$17.00	\$10.75	\$11.08	\$11.00	02/13/2020
CASTLE ROCK	Front Desk Attendant	20.00	N	17	\$12.48	\$17.47	\$0.00	\$0.00	\$0.00	03/03/2020
ALAMOSA	CASHIER/CUSTOMER SERVICE REP	25.00	N	18	\$12.49	\$16.07	\$12.49	\$12.95	\$12.54	02/28/2020
BROOMFIELD	Recreation Clerk	25.00	Y	0	\$13.00	\$18.15	\$13.33	\$17.51	\$15.42	02/26/2020
ENGLEWOOD	Customer Service Representative	0.00	Y	5	\$13.94	\$18.85	\$14.24	\$17.47	\$16.02	03/15/2019
FORT LUPTON	Customer Service Representative	20.00	N	1	\$9.00	\$12.60	\$9.00	\$9.27	\$9.14	02/24/2020
LOUISVILLE	Recreation Services Representative - Guest Services	20.00	N	23	\$12.80	\$19.50	\$12.80	\$19.50	\$16.15	02/10/2020
NORTHGLENN	Guest Relations Specialist	0.00	N	5	\$15.05	\$19.57	\$15.05	\$16.25	\$15.71	01/10/2020
STERLING	Recreation Clerk/Cashier	0.00	N	0	\$14.08	\$15.29	\$0.00	\$0.00	\$0.00	03/07/2020
WESTMINSTER	Guest Relations Clerk I/II	20.00	Y	24	\$14.57	\$21.56	\$14.57	\$21.03	\$18.28	01/29/2020
AVON	RECREATION COORDINATOR - GUEST SERVICES	13.00	N	18	\$12.29	\$21.63	\$12.29	\$18.65	\$15.24	03/28/2020
DELTA	Recreation Specialist I	20.00	N	3	\$9.00	\$12.00	\$9.25	\$9.75	\$9.25	03/11/2020
ERIE	Guest Service Attendant	28.00	N	34	\$11.56	\$15.17	\$11.56	\$15.17	\$12.14	03/11/2020
SILVERTHORNE	Front Desk Attendant	24.00	N	7	\$13.47	\$17.96	\$14.01	\$16.82	\$14.66	03/09/2020
CRIPPLE CREEK	Facility Assistant I	25.00	N	1	\$9.75	\$13.18	\$12.61	\$12.61	\$12.61	02/15/2020
WELLINGTON	Administrative Assistant	20.00	N	0	\$0.00	\$0.00	\$13.50	\$13.50	\$0.00	03/28/2020
WHEAT RIDGE	Guest Service Attendant	12.00	N	16	\$8.52	\$11.22	\$8.77	\$10.07	\$9.21	03/25/2020
WINDSOR	GUEST SERVICES COORDINATOR	28.00	N	2	\$14.51	\$21.76	\$14.95	\$14.95	\$14.95	03/11/2020
OURAY	Customer Service Associate	25.00	N	2	\$19.56	\$27.38	\$19.56	\$19.56	\$19.56	03/01/2020
BERTHOUD	Recreation Assistant	20.00	N	1	\$14.99	\$19.67	\$0.00	\$0.00	\$14.99	03/04/2020
Average					11.0	\$12.79	\$17.77	\$12.93	\$15.04	\$13.95

#### Job #P25 (1610) - SCHOOL CROSSING GUARD

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range		Avg			
					Min	Max	Min	Max	Avg	
GOLDEN	Crossing Guard	10.00	N	5	\$9.30	\$13.00	\$9.50	\$11.75	\$10.85	02/13/2020
WINDSOR	Crossing Guard	10.00	N	4	\$22.00	\$22.00	\$22.00	\$22.00	\$22.00	03/11/2020
FREDERICK	Crossing Guard	10.00	N	4	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	03/12/2020
Average				4.0	\$14.43	\$15.67	\$14.50	\$15.25	\$14.95	

#### Job #P26 (1272) - SCOREKEEPER

Entity	Preferred Title	Hrs/Wk	Ben	Inc	Part Time		Actual			Updated
					Range					
					Min	Max	Min	Max	Avg	
DURANGO	Scorekeeper	0.00	N	10	\$12.00	\$16.61	\$12.00	\$12.00	\$12.00	03/03/2020
ALAMOSA	SCOREKEEPER	1.00	N	14	\$12.00	\$15.00	\$0.00	\$0.00	\$0.00	02/28/2020
BUENA VISTA	SCOREKEEPER	3.00	N	5	\$13.71	\$18.97	\$13.71	\$18.97	\$16.34	02/28/2020
LOUISVILLE	Youth Sports Official	10.00	N	15	\$13.80	\$20.50	\$12.98	\$20.44	\$15.70	02/10/2020
NORTHGLENN	Sports Scorekeeper	0.00	N	0	\$13.65	\$17.79	\$0.00	\$0.00	\$0.00	01/10/2020
WESTMINSTER	Scorekeeper	0.00	N	18	\$12.14	\$14.00	\$12.14	\$12.14	\$12.14	01/29/2020
Average				12.0	\$12.88	\$17.14	\$12.71	\$15.89	\$14.04	

**Colorado Municipal League**  
**Police/Sheriff Benefits Category Summary Report**  
**4/13/2020**

Entity	Last Updated	Description
BRECKENRIDGE	01/09/2020	
CRESTED BUTTE	02/28/2020	TCV value is monthly amount for an employee only coverage and the minimum retirement contribution. This is the minimum amount of TCV. TCV amount would be much higher for employee with dependents and one at the maximum retirement % of 12.
DURANGO	03/03/2020	
STEAMBOAT SPRINGS	03/15/2016	
TELLURIDE	02/27/2017	
VAIL	03/17/2016	
WINTER PARK	03/16/2020	
DENVER	03/10/2016	
GOLDEN	02/21/2017	Approximately 30-35% TCV for full-time employee.
COLORADO SPRINGS	02/19/2020	
BRIGHTON	04/05/2012	All employees receive an annual pass to the Recreation Center.
FORT COLLINS	03/21/2016	
PUEBLO	03/07/2019	
GRAND JUNCTION	02/15/2017	
AURORA	02/03/2012	
ALAMOSA	02/29/2016	
ARVADA	01/01/2020	
BROOMFIELD	01/24/2019	The \$1.65 represents the monthly EAP premium.
BUENA VISTA	11/06/2013	Health facility
CANON CITY	02/22/2012	
CHERRY HILLS VILLAGE	03/14/2016	
COMMERCE CITY	03/16/2016	TCV dollar Adjustments: EAP \$4.12, and travel allowance
FEDERAL HEIGHTS	03/15/2016	FFPA @ 2%
FORT LUPTON	03/29/2016	LTD is FFPA for AD&D 2.6%
GLENDALE	11/06/2015	
GLENWOOD SPRINGS	03/28/2016	401k - 4% Base (29,560) 401k - 3% Match (22,170) 401a ? 7.5% Match (19,260) (Police/Fire Only-City does not pay the 6.2% FICA tax for these employees)
GREENWOOD VILLAGE	03/16/2016	
IGNACIO	03/28/2016	
LAFAYETTE	02/20/2019	
LAKEWOOD	04/10/2017	
LONGMONT	04/01/2016	
LOUISVILLE	07/10/2014	Life insurance estimated average premium for \$50k annual salary @ .85 per 1000 of policy face value. Adjusted dollar figure includes EAP monthly cost of \$2.25 and \$35 monthly for city recreation facility membership. Additional .083% is the worker's comp cost.
LOVELAND	02/21/2017	
MOUNTAIN VILLAGE	01/15/2019	Ski pass/ wellness benefit
NORTHGLENN	01/25/2019	
STERLING	03/18/2016	
THORNTON	03/28/2018	Life insurance is \$.10/\$1000.00 coverage. Estimate average salary of \$35,000.00 per year.
WESTMINSTER	02/22/2017	Medical / Dental is a blended rate. Survivor Income benefit is .62% of insured earnings. (Life Insurance calculated by multiplying average salary divided by \$1000.00 times the City's Life Insurance Rate-currently at .19) STD is self-funded coming out of individuals department budget at 60% for a maximum of 480 hours after 480 hours of Major Illness leave pay at 100%. (entered 1 cent in the dollar field on each of the categories)
WOODLAND PARK	02/26/2016	Average costs of POS health, dental, vision, life insurance and dependent life insurance.
AVON	03/06/2017	
DELTA	03/16/2012	Dental plan administration costs.
ERIE	03/06/2020	
FORT MORGAN	03/13/2013	
MEEKER	04/04/2012	
MONTE VISTA	01/28/2015	
PAGOSA SPRINGS	02/29/2016	
PARACHUTE	03/21/2017	
TRINIDAD	03/17/2016	
CARBONDALE	03/14/2016	
MONTROSE	03/06/2020	
CEDAREDGE	02/12/2020	
FRUITA	02/21/2020	



BLANCA	03/09/2016	
CRIPPLE CREEK	03/01/2018	
ESTES PARK	02/22/2018	
FIRESTONE	04/04/2016	
FRISCO	03/17/2016	
GUNNISON	02/06/2020	Health Insurance is for a PPOIII Family plan. The employer pays 75% of monthly premium for health, dental, vision and life insurance. City pays for membership to community center \$18.25/mo and EAP program \$1.95/mo.
LAMAR	03/02/2017	The City also contributes .0270 of salary into FPAA for sworn Police personnel
YUMA	03/17/2016	
BRUSH	03/09/2016	
GRANBY	03/16/2016	
MANITOU SPRINGS	02/26/2016	
WHEAT RIDGE	03/07/2019	TCV Adjst.-Consolidated Paid Time Off Plan
WINDSOR	03/16/2018	
BASALT	02/26/2020	
FOUNTAIN	03/16/2016	Retirement is a 401(a) plan; mandatory employee participation after 6 months. % Adjustment is for a 457 Deferred Comp.
CORTEZ	03/15/2016	Additional cost for employee assistance per month, \$4.00. Retirement is bundled at 13% with 8% in lieu of Social Security and 5% for regular retirement.
RIDGWAY	02/07/2019	Housing Allowance \$500 Wellness Program \$700
TIMNATH	05/03/2011	Up to \$800 per month (only to amt of premiums) toward health, dental, life & health. If you don't use it, you lose it - no cash paid out.
SOUTH FORK	03/18/2016	
SEVERANCE	02/07/2019	

**Colorado Municipal League**  
**Police/Sheriff Dental Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
ALAMOSA	\$38.37	\$28.78	75.01%	\$76.74	\$57.56	75.01%	\$86.71	\$65.03	75.00%	\$127.03	\$95.27	75.00%
ARVADA	\$41.30	\$33.04	80.00%	\$0.00	\$0.00	0.00%	\$83.17	\$66.54	80.00%	\$135.29	\$108.23	80.00%
AURORA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
AVON	\$62.25	\$55.15	88.59%	\$121.22	\$107.02	88.29%	\$121.22	\$107.02	88.29%	\$209.69	\$184.85	88.15%
BASALT	\$42.00	\$0.00	0.00%	\$87.00	\$0.00	0.00%	\$109.00	\$0.00	0.00%	\$146.00	\$0.00	0.00%
BRECKENRIDGE	\$52.00	\$29.12	56.00%	\$98.00	\$54.88	56.00%	\$133.00	\$74.48	56.00%	\$167.00	\$93.52	56.00%
BRIGHTON	\$33.18	\$33.18	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$92.43	\$69.33	75.01%
BROOMFIELD	\$41.02	\$36.82	89.76%	\$60.92	\$41.02	67.33%	\$60.92	\$41.02	67.33%	\$116.05	\$66.47	57.28%
BRUSH	\$40.18	\$40.18	100.00%	\$120.30	\$120.30	100.00%	\$120.30	\$120.30	100.00%	\$120.30	\$120.30	100.00%
BUENA VISTA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CANON CITY	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
CASTLE ROCK	\$43.94	\$41.75	95.02%	\$95.03	\$82.59	86.91%	\$92.63	\$80.67	87.09%	\$128.77	\$109.57	85.09%
CEDAREDGE	\$42.01	\$0.00	0.00%	\$78.78	\$0.00	0.00%	\$78.78	\$0.00	0.00%	\$103.31	\$0.00	0.00%
CHERRY HILLS VILLAGE	\$34.55	\$32.00	92.62%	\$70.70	\$32.00	45.26%	\$72.96	\$32.00	43.86%	\$109.13	\$32.00	29.32%
COLORADO SPRINGS	\$48.00	\$34.00	70.83%	\$110.00	\$44.00	40.00%	\$89.00	\$44.00	49.44%	\$135.00	\$44.00	32.59%
COMMERCE CITY	\$27.91	\$26.25	94.05%	\$57.91	\$34.17	59.01%	\$0.00	\$0.00	0.00%	\$109.08	\$48.00	44.00%
CORTEZ	\$26.91	\$26.91	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$74.04	\$74.04	100.00%
CRESTED BUTTE	\$42.00	\$42.00	100.00%	\$87.00	\$87.00	100.00%	\$109.00	\$109.00	100.00%	\$146.00	\$146.00	100.00%
CRIPPLE CREEK	\$32.69	\$32.69	100.00%	\$66.70	\$32.69	49.01%	\$87.48	\$32.69	37.37%	\$129.37	\$32.69	25.27%
DELTA	\$20.24	\$15.20	75.10%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$47.86	\$35.84	74.89%
DENVER	\$19.79	\$12.51	63.21%	\$43.94	\$27.77	63.20%	\$39.58	\$25.02	63.21%	\$30.46	\$44.53	146.19%
DILLON	\$30.05	\$6.01	20.00%	\$55.47	\$11.09	19.99%	\$0.00	\$0.00	0.00%	\$89.98	\$18.00	20.00%
DURANGO	\$68.00	\$61.17	89.96%	\$99.56	\$61.17	61.44%	\$99.56	\$61.17	61.44%	\$132.02	\$61.17	46.33%
ENGLEWOOD	\$47.48	\$42.73	90.00%	\$0.00	\$0.00	0.00%	\$73.53	\$62.50	85.00%	\$119.34	\$95.47	80.00%
ERIE	\$31.80	\$31.80	100.00%	\$62.56	\$53.89	86.14%	\$74.08	\$63.25	85.38%	\$113.17	\$93.67	82.77%
ESTES PARK	\$42.82	\$38.52	89.96%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$125.32	\$112.52	89.79%
FEDERAL HEIGHTS	\$41.23	\$41.23	100.00%	\$76.80	\$61.44	80.00%	\$94.00	\$75.20	80.00%	\$147.87	\$97.59	66.00%
FIRESTONE	\$31.83	\$0.00	0.00%	\$60.30	\$0.00	0.00%	\$70.90	\$0.00	0.00%	\$112.31	\$0.00	0.00%
FLORENCE	\$37.71	\$30.16	79.98%	\$74.51	\$59.61	80.00%	\$74.51	\$59.61	80.00%	\$112.22	\$89.78	80.00%
FORT COLLINS	\$58.05	\$47.25	81.40%	\$73.16	\$47.25	64.58%	\$79.65	\$47.25	59.32%	\$90.44	\$47.25	52.24%
FORT LUPTON	\$32.10	\$32.10	100.00%	\$64.20	\$48.14	74.98%	\$0.00	\$0.00	0.00%	\$124.65	\$78.37	62.87%
FORT MORGAN	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
FOUNTAIN	\$39.69	\$39.69	100.00%	\$84.15	\$84.15	100.00%	\$103.59	\$103.59	100.00%	\$144.47	\$144.47	100.00%
FRISCO	\$78.56	\$70.70	89.99%	\$121.72	\$109.55	90.00%	\$160.77	\$144.69	90.00%	\$204.10	\$183.69	90.00%
FRUITA	\$33.00	\$33.00	100.00%	\$68.00	\$68.00	100.00%	\$62.00	\$62.00	100.00%	\$105.00	\$105.00	100.00%
GLENDALE	\$47.56	\$44.85	94.30%	\$143.83	\$143.83	100.00%	\$143.83	\$143.83	100.00%	\$143.83	\$143.83	100.00%
GLENWOOD SPRINGS	\$15.23	\$0.00	0.00%	\$32.31	\$0.00	0.00%	\$43.85	\$0.00	0.00%	\$59.08	\$0.00	0.00%
GOLDEN	\$38.40	\$28.80	75.00%	\$0.00	\$0.00	0.00%	\$65.50	\$30.90	47.18%	\$117.62	\$46.72	39.72%
GRANBY	\$39.16	\$39.16	100.00%	\$81.16	\$81.16	100.00%	\$81.16	\$81.16	100.00%	\$127.79	\$127.79	100.00%
GRAND JUNCTION	\$42.95	\$25.77	60.00%	\$75.46	\$45.28	60.01%	\$101.46	\$60.88	60.00%	\$134.01	\$80.41	60.00%
GREELEY	\$25.00	\$25.00	100.00%	\$0.00	\$0.00	0.00%	\$51.00	\$33.00	64.71%	\$83.00	\$54.00	65.06%
GREENWOOD VILLAGE	\$22.79	\$20.51	90.00%	\$0.00	\$0.00	0.00%	\$45.54	\$39.62	87.00%	\$81.11	\$68.13	84.00%
GUNNISON	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
IGNACIO	\$41.00	\$0.00	0.00%	\$85.00	\$0.00	0.00%	\$107.00	\$0.00	0.00%	\$143.00	\$0.00	0.00%
LAFAYETTE	\$43.14	\$43.14	100.00%	\$81.30	\$81.30	100.00%	\$94.99	\$94.99	100.00%	\$152.29	\$124.67	81.86%
LAKEWOOD	\$51.50	\$46.35	90.00%	\$0.00	\$0.00	0.00%	\$88.25	\$52.95	60.00%	\$133.13	\$79.88	60.00%
LAMAR	\$35.20	\$26.40	75.00%	\$70.25	\$52.69	75.00%	\$70.25	\$52.69	75.00%	\$91.25	\$68.44	75.00%
LONGMONT	\$35.26	\$31.73	89.99%	\$71.04	\$31.73	44.66%	\$71.04	\$31.73	44.66%	\$147.16	\$31.73	21.56%
LOUISVILLE	\$37.93	\$32.35	85.29%	\$76.78	\$61.73	80.40%	\$106.04	\$85.25	80.39%	\$144.88	\$116.47	80.39%
LOVELAND	\$43.92	\$26.34	59.97%	\$92.08	\$55.50	60.27%	\$97.58	\$58.55	60.00%	\$127.35	\$76.39	59.98%
MANITOU SPRINGS	\$40.98	\$11.73	28.62%	\$81.57	\$20.93	25.66%	\$81.57	\$20.93	25.66%	\$142.73	\$30.13	21.11%

MEEKER	\$26.00	\$26.00	100.00%	\$85.00	\$85.00	100.00%	\$107.00	\$107.00	100.00%	\$143.00	\$143.00	100.00%
MONTE VISTA	\$25.00	\$10.00	40.00%	\$35.00	\$10.00	28.57%	\$45.00	\$10.00	22.22%	\$55.00	\$10.00	18.18%
MONTROSE	\$47.00	\$39.00	82.98%	\$69.00	\$51.00	73.91%	\$69.00	\$51.00	73.91%	\$90.67	\$63.00	69.48%
MOUNTAIN VILLAGE	\$48.00	\$48.00	100.00%	\$94.00	\$94.00	100.00%	\$101.00	\$101.00	100.00%	\$141.00	\$141.00	100.00%
NORTHGLENN	\$31.22	\$31.22	100.00%	\$54.00	\$43.20	80.00%	\$54.00	\$43.20	80.00%	\$83.56	\$66.84	79.99%
OURAY	\$42.16	\$35.83	84.99%	\$84.01	\$71.41	85.00%	\$92.79	\$77.02	83.00%	\$138.24	\$124.42	90.00%
PARACHUTE	\$41.00	\$41.00	100.00%	\$85.00	\$85.00	100.00%	\$107.00	\$107.00	100.00%	\$143.00	\$143.00	100.00%
PARKER	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
PUEBLO	\$32.98	\$25.00	75.80%	\$112.01	\$25.00	22.32%	\$112.01	\$25.00	22.32%	\$112.01	\$25.00	22.32%
RIDGWAY	\$42.00	\$42.00	100.00%	\$87.00	\$42.00	48.28%	\$109.00	\$109.00	100.00%	\$146.00	\$146.00	100.00%
SEVERANCE	\$35.00	\$35.00	100.00%	\$72.00	\$62.75	87.15%	\$99.00	\$83.00	83.84%	\$134.00	\$109.25	81.53%
SOUTH FORK	\$31.43	\$31.43	100.00%	\$64.13	\$0.00	0.00%	\$84.12	\$0.00	0.00%	\$124.39	\$0.00	0.00%
STERLING	\$30.00	\$14.08	46.93%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$78.05	\$36.40	46.64%
TELLURIDE	\$39.16	\$39.16	100.00%	\$75.11	\$39.16	52.14%	\$75.11	\$39.16	52.14%	\$125.67	\$39.16	31.16%
THORNTON	\$45.18	\$40.66	90.00%	\$0.00	\$0.00	0.00%	\$84.07	\$49.61	59.01%	\$149.34	\$76.16	51.00%
TIMNATH	\$29.80	\$29.80	100.00%	\$64.40	\$0.00	0.00%	\$86.42	\$0.00	0.00%	\$116.09	\$0.00	0.00%
TRINIDAD	\$13.15	\$0.00	0.00%	\$21.72	\$0.00	0.00%	\$29.68	\$0.00	0.00%	\$34.88	\$0.00	0.00%
VAIL	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
WESTMINSTER	\$43.19	\$43.19	100.00%	\$82.48	\$43.19	52.36%	\$90.26	\$43.19	47.85%	\$127.84	\$43.19	33.78%
WHEAT RIDGE	\$37.68	\$33.90	89.97%	\$0.00	\$0.00	0.00%	\$70.56	\$35.28	50.00%	\$127.80	\$63.90	50.00%
WINDSOR	\$40.00	\$36.00	90.00%	\$79.00	\$71.10	90.00%	\$97.00	\$87.30	90.00%	\$125.00	\$112.50	90.00%
WINTER PARK	\$34.00	\$30.60	90.00%	\$67.88	\$56.01	82.51%	\$80.71	\$65.63	81.32%	\$114.60	\$91.05	79.45%
WOODLAND PARK	\$30.07	\$30.07	100.00%	\$60.14	\$45.10	74.99%	\$85.44	\$64.08	75.00%	\$117.42	\$88.06	75.00%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**Police/Sheriff Dental Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
ALAMOSA	Y	PPO,Self	N	N/A	89%	Kansas City Life Dental
ARVADA	Y	PPO	N	PPO	100%	Delta Dental
AURORA	N		N		0%	
AVON	Y	Self	N		100%	CNIC Health Solutions (TPA)
BASALT	Y	PPO	N	Dental Plan A	94%	Delta Dental - CEBT
BRECKENRIDGE	Y	Self	N		90%	No network provider for the dental plan (self-ins)
BRIGHTON	Y	Self	N	Family	90%	Delta Dental of Colorado
BROOMFIELD	Y	INDEM	N		100%	Delta Dental of Colorado
BRUSH	Y		N	Employers Dental Trust	100%	Employers Dental Trust
BUENA VISTA	N		N		0%	
CANON CITY	Y	Self	Y	One plan - part of Health plan	100%	Self Insured/Meritain
CASTLE ROCK	Y	PPO	N	PPO	93%	Delta Dental
CEDAREDGE	Y	PPO	N	PPO	0%	Principal Financial Group
CHERRY HILLS VILLAGE	Y	PPO	N	Employee Only Coverage	48%	MetLife
COLORADO SPRINGS	Y	Self	N	Delta Hi-option	0%	Delta Dental of Colorado
COMMERCE CITY	Y	INDEM,PPO	N	PPO	48%	Delta Dental of Colorado
CORTEZ	Y	PPO	N		100%	Delta Dental Plan of Colorado
CRESTED BUTTE	Y	POS	N		100%	CEBT
CRIPPLE CREEK	Y	PPO	N	PPO	100%	MetLife
DELTA	Y	Self	N		100%	Self Insured
DENVER	Y	HMO,PPO	N	PPO	52%	Delta Dental
DILLON	Y	PPO	Y	PPO	97%	Self Insured with Gilsbar as TPA
DURANGO	Y	PPO	N		100%	Delta Dental
ENGLEWOOD	Y	PPO	N	only offer 1 plan	91%	Delta Dental
ERIE	Y	PPO	N	PPO	95%	Delta Dental
ESTES PARK	Y	No Network Provider Requi	N		95%	Standard Insurance Company
FEDERAL HEIGHTS	Y	PPO,POS	N	PPO	0%	Delta Dental
FIRESTONE	Y	PPO	N	PPO	90%	Delta Dental
FLORENCE	Y	PPO,EPO	Y	PPO	88%	CEBT/Pacificare
FORT COLLINS	Y	PPO,Self	N	Comprehensive	100%	Delta Dental
FORT LUPTON	Y	PPO	N		0%	Humana
FORT MORGAN	N		N		0%	
FOUNTAIN	Y		Y		90%	Atena/Mertain
FRISCO	Y	Self	Y		95%	TPA- CNIC. No network
FRUITA	Y	PPO	N	Delta Dental Plan C	100%	Delta Dental
GLENDALE	Y	Self	Y	Self Insurance via EBMS	100%	Self insurance via EBMS
GLENWOOD SPRINGS	Y	PPO	N	Only One Plan Offered	69%	CEBT Dental
GOLDEN	Y	PPO,Self,Dental Base Plan	N	Dental Buy-up Plan	61%	Delta Dental
GRANBY	Y	PPO	N	same	100%	Principal
GRAND JUNCTION	Y	Self	N	n/a - only one plan	94%	Delta Dental
GREELEY	Y	HMO,PPO,Self	N	PPO	64%	Delta Dental
GREENWOOD VILLAGE	Y	PPO,EPO	N	EPO (Dental version of HMO)	60%	Delta Dental
GUNNISON	Y	PPO	Y	PPO 3	58%	CEBT
IGNACIO	Y	PPO	Y	PPO2	87%	CEBT
LAFAYETTE	Y	PPO	N	PPO	78%	Delta Dental of Colorado
LAKEWOOD	Y	PPO	N	PPO	72%	Delta
LAMAR	Y	INDEM	Y	Plan A	90%	County Health Pool
LONGMONT	Y	PPO	N	Only offer one plan	94%	Delta Dental
LOUISVILLE	Y	PPO	N	PPO	95%	Delta Dental
LOVELAND	Y	PPO	N		89%	Delta Dental
MANITOU SPRINGS	Y	PPO,pre-negotiated discounts	Y	Alpha Dental	60%	Beta Health Association Inc
MEEKER	Y	PPO	Y	Delta Dental through CEBT	100%	Delta Dental through CEBT
MONTE VISTA	Y	Partially Self Funded	N	Partially Self Funded	85%	EBMS/Mountain States Administration
MONTROSE	Y	INDEM	N	INDEM	82%	UMR
MOUNTAIN VILLAGE	Y	PPO	Y		100%	CEBT
NORTHGLENN	Y	PPO,POS,Self	N	PPO	75%	Delta Dental

OURAY	Y	PPO,Dental	Y		100%	Delta Dental
PARACHUTE	Y	PPO	N		100%	Kansas City Life Insurance Co.
PARKER	N		N		0%	
PUEBLO	Y	PPO,DMO	N	PPO	95%	AETNA
RIDGWAY	Y	PPO	Y	PPO	100%	Delta Dental
SEVERANCE	Y	PPO,POS	N		100%	Delta Dental
SOUTH FORK	Y	PPO	N	PPO	100%	Met Life
STERLING	Y	PPO	N	Plan A with prosthodontic and ortho	53%	County Health Pool
TELLURIDE	Y	INDEM	N		100%	Sun Life
THORNTON	Y	PPO,EPO	N	PPO	58%	Delta Dental
TIMNATH	Y	PPO	Y	PPO	50%	United Health Dental
TRINIDAD	Y	HMO,PPO	N	HMO	35%	Assurant Dental
VAIL	Y	Self	Y		90%	Cigna
WESTMINSTER	Y	PPO, self funded	Y	PPO	90%	Delta Dental
WHEAT RIDGE	Y	PPO,EPO	N	PPO	67%	Delta Dental
WINDSOR	Y	POS	N	PPO	100%	CEBT
WINTER PARK	Y	PPO	N	Only one plan offered	100%	Cigna
WOODLAND PARK	Y	PPO	N	PPO	98%	Cigna
YUMA	N		N		0%	

Colorado Municipal League  
Police/Sheriff HSA Benefits Summary Report  
4/13/2020

Section A: Details

Entity	Ins	Provider	Prem Waive	Emplr Contribution						
BRECKENRIDGE	Y	Our PPO is UHC Choice Plus (TOB is self-insured)	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	2,800.00	5,000.00	110.00	574.00 20.00
					Double	0.00	4,000.00	10,000.00	235.00	1,475.00 20.00
					Family	0.00	4,000.00	10,000.00	315.00	1,992.00 20.00
CRESTED BUTTE	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
VAIL	Y			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
WINTER PARK	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
DENVER	Y	Optum Bank	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	600.00	1,350.00	2,700.00	511.79	460.61 20.00
					Double	1,200.00	2,700.00	5,400.00	1,125.95	1,013.36 20.00
					Family	1,200.00	2,700.00	5,400.00	1,637.72	1,473.95 20.00
GOLDEN	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
COLORADO SPRINGS	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00
					Double	0.00	0.00	0.00	0.00	0.00 0.00
					Family	0.00	0.00	0.00	0.00	0.00 0.00
GREELEY	Y	Ameriflex	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	336.00	3,500.00	2,500.00	735.42	591.42 100.00
					Double	720.00	7,000.00	7,000.00	1,514.70	1,440.00 100.00
					Family	864.00	7,000.00	7,000.00	1,775.00	1,488.00 100.00
PUEBLO	Y	Optum Bank	N	800.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	800.00	2,500.00	2,500.00	787.93	756.30 100.00
					Double	800.00	4,000.00	4,000.00	1,646.81	1,415.35 100.00
					Family	800.00	4,000.00	4,000.00	1,930.46	1,676.37 100.00
GRAND JUNCTION	Y	Cigna	N	62.50	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	4,000.00	6,650.00	509.12	435.03 100.00
					Double	0.00	8,000.00	13,300.00	1,108.25	870.00 100.00
					Family	0.00	8,000.00	13,300.00	1,349.19	1,152.88 100.00
ARVADA	Y	Cigna	N	10,002,000.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	3,000.00	3,000.00	674.90	531.91 100.00
					Double	0.00	5,000.00	5,000.00	1,349.15	1,052.33 100.00
					Family	0.00	5,000.00	5,000.00	2,023.75	1,558.29 100.00
BROOMFIELD	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
					Single	0.00	0.00	0.00	0.00	0.00 0.00

					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
BUENA VISTA	Y			50.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
CANON CITY	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
COMMERCE CITY	Y	United Health Care	N	0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	750.00	1,500.00	4,000.00	588.14	541.08	30.00
					<b>Double</b>	1,000.00	3,000.00	6,850.00	1,205.66	1,109.20	30.00
					<b>Family</b>	1,500.00	3,000.00	6,850.00	1,699.68	156.70	30.00
FORT LUPTON	Y		N	100.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	3,000.00	5,000.00	5,000.00	481.27	459.07	100.00
					<b>Double</b>	6,000.00	10,000.00	10,000.00	0.00	0.00	100.00
					<b>Family</b>	6,000.00	10,000.00	10,000.00	1,345.15	916.01	100.00
GLENWOOD SPRINGS	Y	Discovery Benefits		0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
GREENWOOD VILLAGE	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LAFAYETTE	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LAKEWOOD	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LONGMONT	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
LOUISVILLE	Y	Kaiser	Y	93.03	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	2,500.00	3,500.00	0.00	420.20	90.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	5,000.00	7,000.00	0.00	1,260.65	90.00
LOVELAND	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
NORTHGLENN	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
STERLING	N			0.00	<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>	
					<b>Single</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00

				Family	0.00	0.00	0.00	0.00	0.00	0.00
WESTMINSTER	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
WOODLAND PARK	Y	Cigna	Y	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	500.00	2,000.00	4,000.00	509.22	509.22	80.00
				Double	1,500.00	4,000.00	8,000.00	1,171.24	878.43	80.00
				Family	1,500.00	4,000.00	8,000.00	1,578.62	1,183.96	80.00
AVON	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
PARKER	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
MONTROSE	Y		N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
CEDAREdge	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
CRIPPLE CREEK	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
ESTES PARK	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
FIRESTONE	Y	Anthem Blue Cross Blue Shield	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	3,000.00	4,000.00	491.84	90.00	100.00
				Double	0.00	0.00	0.00	1,082.03	74.00	0.00
				Family	0.00	6,000.00	8,000.00	1,524.00	69.00	100.00
FRISCO	Y	Rocky Mountain Reserve- HSA Bank	N	41.60	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	1,300.00	3,000.00	44.00	724.98	80.00
				Double	0.00	2,600.00	6,000.00	101.00	1,676.02	80.00
				Family	0.00	2,600.00	6,000.00	211.00	2,178.13	80.00
GUNNISON	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00
LAMAR	Y	County Health Pool-CTSI	N	0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	3,450.00	2,500.00	5,000.00	608.00	456.00	20.00
				Double	6,900.00	5,000.00	6,850.00	1,140.00	855.00	20.00
				Family	6,900.00	5,000.00	6,850.00	1,402.00	1,051.50	20.00
MANITOU SPRINGS	N			0.00	Front Load	Annual Ded	Max OOP	Tot Prem	Emplr Share	% Coverage
				Single	0.00	0.00	0.00	0.00	0.00	0.00
				Double	0.00	0.00	0.00	0.00	0.00	0.00
				Family	0.00	0.00	0.00	0.00	0.00	0.00



WHEAT RIDGE	Y	Kaiser	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	1,500.00	3,000.00	398.60	378.66	90.00
					<b>Double</b>	0.00	3,000.00	6,000.00	815.06	733.56	90.00
					<b>Family</b>	0.00	3,000.00	6,000.00	1,169.08	993.72	90.00
BASALT	Y	Colorado Employer Benefit Trust (CEBT)	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	3,550.00	2,800.00	5,000.00	706.00	0.00	0.00
					<b>Double</b>	7,100.00	5,600.00	10,000.00	1,442.00	0.00	0.00
					<b>Family</b>	7,100.00	5,600.00	10,000.00	1,732.00	0.00	0.00
OURAY	Y	Rocky Mountain Health Plans	N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	2,650.00	2,650.00	732.81	696.92	100.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	0.00	0.00	0.00	0.00	0.00
FOUNTAIN	Y		N	0.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	1,500.00	2,000.00	2,000.00	475.35	405.27	100.00
					<b>Double</b>	1,500.00	4,000.00	4,000.00	1,061.88	905.90	100.00
					<b>Family</b>	1,500.00	4,000.00	4,000.00	1,565.92	1,334.20	100.00
RIDGWAY	Y	CEBT	Y	279.00		<b>Front Load</b>	<b>Annual Ded</b>	<b>Max OOP</b>	<b>Tot Prem</b>	<b>Emplr Share</b>	<b>% Coverage</b>
					<b>Single</b>	0.00	2,700.00	5,000.00	676.00	676.00	80.00
					<b>Double</b>	0.00	0.00	0.00	0.00	0.00	0.00
					<b>Family</b>	0.00	5,400.00	10,000.00	1,657.00	676.00	80.00

## Section B: Comments

Entity	Comments
BRECKENRIDGE	The trustee for our Health Savings Account(s) is 1st Bank in Breckenridge, CO.
CRESTED BUTTE	
VAIL	
WINTER PARK	
DENVER	% coverage: employee. Annual Load: max allowance per IRS
GOLDEN	
COLORADO SPRINGS	
GREELEY	
PUEBLO	Costs change for use of a Non-Network Provider
GRAND JUNCTION	Employee must match the City's contribution of \$750, if family or double coverage plan the Employer annual contribution is \$1,500.
ARVADA	Employer contribution to HSA: \$1000 annually single coverage \$2000 annually EE+1 or family coverage
BROOMFIELD	
BUENA VISTA	
CANON CITY	
COMMERCE CITY	Also have Employee + Children level; Total Monthly Premium \$1176.26; Employer Portion \$1082.16
FORT LUPTON	
GLENWOOD SPRINGS	
GREENWOOD VILLAGE	
LAFAYETTE	
LAKEWOOD	
LONGMONT	
LOUISVILLE	HSA contributions vary by tier for employee health coverage and change each year. For 2018, the Employer is contributing the following amounts each month: EE only = \$93.03 for E+S = \$139.41 for E+Children = \$117.50 for Family = \$97.98.
LOVELAND	
NORTHGLENN	
STERLING	
WESTMINSTER	
WOODLAND PARK	HSA, Employer will give \$500 - Employee Only; \$1500 - Employee/Spouse, Employee/Child, Employee/Family.
AVON	
PARKER	

MONTROSE	Employer deposits \$200 annually into employee selected and managed HSA account.
CEDAREdge	
CRIPPLE CREEK	
ESTES PARK	
FIRESTONE	
FRISCO	
GUNNISON	
LAMAR	A local financial institutions administrator's the Health Savings Account
MANITOU SPRINGS	
WHEAT RIDGE	City pays \$700.00/annually for Single HSA City pays \$1000.00/annually for Double and Family HSA
BASALT	
OURAY	
FOUNTAIN	Deductible max is for in-network benefits
RIDGWAY	

**Colorado Municipal League**  
**Police/Sheriff Health Benefits Premium Summary Report**  
**4/13/2020**

Entity	Employee Only			Employee + Spouse			Employee + One Dependent			Employee + Family		
	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %	Prem	Emplr \$	Emplr %
ALAMOSA	\$749.90	\$562.43	75.00%	\$1,159.36	\$869.52	75.00%	\$1,163.66	\$872.75	75.00%	\$1,354.92	\$1,016.19	75.00%
ARVADA	\$785.33	\$628.27	80.00%	\$0.00	\$0.00	0.00%	\$1,572.34	\$1,226.44	78.00%	\$2,351.11	\$1,810.36	77.00%
AURORA	\$585.26	\$540.72	92.39%	\$1,133.20	\$1,032.34	91.10%	\$1,133.20	\$1,032.34	91.10%	\$1,549.76	\$1,372.54	88.56%
AVON	\$758.08	\$701.82	92.58%	\$1,471.54	\$1,360.04	92.42%	\$1,471.54	\$1,360.04	92.42%	\$2,267.08	\$2,091.58	92.26%
BASALT	\$578.00	\$0.00	0.00%	\$1,178.00	\$0.00	0.00%	\$1,089.00	\$0.00	0.00%	\$1,416.00	\$0.00	0.00%
BLUE RIVER	\$706.00	\$564.80	80.00%	\$1,439.00	\$1,151.20	80.00%	\$1,331.00	\$1,064.80	80.00%	\$1,729.00	\$1,383.20	80.00%
BRECKENRIDGE	\$684.00	\$574.00	83.92%	\$1,710.00	\$1,475.00	86.26%	\$1,573.00	\$1,358.00	86.33%	\$2,307.00	\$1,992.00	86.35%
BRIGHTON	\$758.60	\$25.00	3.30%	\$1,593.05	\$302.40	18.98%	\$1,304.79	\$231.72	17.76%	\$2,298.54	\$414.16	18.02%
BROOMFIELD	\$662.62	\$582.62	87.93%	\$1,258.97	\$983.97	78.16%	\$1,258.97	\$983.97	78.16%	\$1,888.47	\$1,508.47	79.88%
BRUSH	\$701.00	\$605.00	86.31%	\$1,428.00	\$1,084.16	75.92%	\$1,390.00	\$1,002.32	72.11%	\$1,785.00	\$1,302.40	72.96%
CANON CITY	\$694.70	\$486.30	70.00%	\$0.00	\$0.00	0.00%	\$1,488.96	\$1,042.28	70.00%	\$1,753.08	\$1,227.16	70.00%
CARBONDALE	\$1,060.00	\$1,060.00	100.00%	\$2,223.95	\$1,932.96	86.92%	\$2,165.95	\$1,889.46	87.23%	\$2,684.95	\$2,278.71	84.87%
CASTLE ROCK	\$531.83	\$502.02	94.39%	\$1,148.75	\$965.25	84.03%	\$1,122.14	\$944.00	84.12%	\$1,558.25	\$1,257.43	80.70%
CEDAREIDGE	\$578.00	\$578.00	100.00%	\$1,178.00	\$1,119.00	94.99%	\$1,089.00	\$1,035.00	95.04%	\$1,416.00	\$1,345.00	94.99%
CHERRY HILLS VILLAGE	\$519.06	\$462.03	89.01%	\$1,064.07	\$917.16	86.19%	\$1,038.12	\$909.06	87.57%	\$1,500.09	\$1,268.27	84.55%
COLORADO SPRINGS	\$565.00	\$532.00	94.16%	\$1,142.00	\$959.00	83.98%	\$1,088.00	\$925.00	85.02%	\$1,649.00	\$1,400.00	84.90%
COMMERCE CITY	\$742.78	\$638.79	86.00%	\$1,522.69	\$1,309.51	86.00%	\$0.00	\$0.00	0.00%	\$2,146.64	\$1,846.11	86.00%
CORTEZ	\$414.00	\$414.00	100.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$1,006.00	\$964.00	95.83%
CRESTED BUTTE	\$738.00	\$738.00	100.00%	\$1,504.00	\$1,504.00	100.00%	\$1,391.00	\$1,391.00	100.00%	\$1,807.00	\$1,807.00	100.00%
CRIPPLE CREEK	\$695.03	\$672.28	96.73%	\$1,533.73	\$922.28	60.13%	\$1,251.90	\$922.28	73.67%	\$2,157.32	\$922.28	42.75%
DELTA	\$486.89	\$452.81	93.00%	\$0.00	\$0.00	0.00%	\$973.92	\$896.02	92.00%	\$1,290.42	\$1,109.76	86.00%
DENVER	\$511.79	\$460.61	90.00%	\$1,125.95	\$1,013.36	90.00%	\$1,023.60	\$921.24	90.00%	\$1,637.72	\$1,473.95	90.00%
DILLON	\$603.00	\$482.30	79.98%	\$1,128.00	\$874.53	77.53%	\$0.00	\$0.00	0.00%	\$1,388.00	\$1,025.90	73.91%
DURANGO	\$770.08	\$726.75	94.37%	\$1,754.83	\$1,626.78	92.70%	\$1,754.83	\$1,626.78	92.70%	\$1,754.83	\$1,626.78	92.70%
ENGLEWOOD	\$441.41	\$397.27	90.00%	\$0.00	\$0.00	0.00%	\$971.10	\$825.43	85.00%	\$1,456.64	\$1,165.31	80.00%
ERIE	\$703.15	\$632.67	89.98%	\$1,539.52	\$1,330.33	86.41%	\$1,330.45	\$1,174.33	88.27%	\$2,166.79	\$1,800.50	83.10%
ESTES PARK	\$877.02	\$789.32	90.00%	\$0.00	\$0.00	0.00%	\$1,664.08	\$1,497.68	90.00%	\$1,664.08	\$1,497.68	90.00%
FEDERAL HEIGHTS	\$702.00	\$702.00	100.00%	\$1,428.00	\$1,175.82	82.34%	\$1,321.00	\$1,087.71	82.34%	\$1,716.00	\$1,200.86	69.98%
FIRESTONE	\$565.67	\$513.39	90.76%	\$1,244.49	\$953.72	76.64%	\$1,018.20	\$928.80	91.22%	\$1,753.59	\$1,190.88	67.91%
FLORENCE	\$591.00	\$473.00	80.03%	\$1,204.00	\$963.20	80.00%	\$1,113.00	\$890.40	80.00%	\$1,445.00	\$1,156.00	80.00%
FORT COLLINS	\$905.31	\$827.50	91.41%	\$1,202.79	\$827.50	68.80%	\$1,134.56	\$827.50	72.94%	\$1,305.14	\$827.50	63.40%
FORT LUPTON	\$505.57	\$429.72	85.00%	\$986.37	\$670.13	67.94%	\$0.00	\$0.00	0.00%	\$1,413.07	\$883.47	62.52%
FORT MORGAN	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
FOUNTAIN	\$705.40	\$599.60	85.00%	\$1,567.80	\$1,332.64	85.00%	\$1,453.47	\$1,235.47	85.00%	\$2,322.67	\$1,974.27	85.00%
FRISCO	\$724.98	\$652.48	90.00%	\$1,223.96	\$1,101.56	90.00%	\$1,676.02	\$1,508.41	90.00%	\$2,178.13	\$1,960.31	90.00%
FRUITA	\$669.00	\$669.00	100.00%	\$1,364.00	\$1,295.80	95.00%	\$1,261.00	\$1,197.95	95.00%	\$1,636.00	\$1,554.20	95.00%
GLENDALE	\$975.48	\$975.48	100.00%	\$2,300.33	\$2,215.37	96.31%	\$2,300.33	\$2,222.42	96.61%	\$2,300.33	\$2,164.13	94.08%
GLENWOOD SPRINGS	\$885.00	\$740.41	83.66%	\$1,769.00	\$1,479.82	83.65%	\$1,637.00	\$1,369.42	83.65%	\$2,463.00	\$2,060.29	83.65%
GOLDEN	\$765.00	\$591.00	77.25%	\$1,607.00	\$1,222.00	76.04%	\$1,454.00	\$1,104.00	75.93%	\$2,295.00	\$1,686.00	73.46%
GRANBY	\$603.46	\$573.30	95.00%	\$1,206.92	\$1,146.58	95.00%	\$1,122.44	\$1,066.32	95.00%	\$1,840.70	\$1,748.66	95.00%
GRAND JUNCTION	\$712.48	\$560.74	78.70%	\$1,425.55	\$1,121.47	78.67%	\$1,425.55	\$1,121.47	78.67%	\$1,888.84	\$1,485.94	78.67%
GREELEY	\$817.00	\$684.00	83.72%	\$1,634.00	\$1,308.00	80.05%	\$1,323.00	\$1,059.00	80.05%	\$1,876.00	\$1,500.00	79.96%
GREENWOOD VILLAGE	\$582.79	\$524.51	90.00%	\$0.00	\$0.00	0.00%	\$1,118.96	\$973.50	87.00%	\$1,707.52	\$1,434.32	84.00%
GUNNISON	\$1,016.50	\$762.38	75.00%	\$2,037.50	\$1,528.13	75.00%	\$1,904.50	\$1,428.38	75.00%	\$2,579.50	\$1,934.63	75.00%
IGNACIO	\$626.00	\$600.00	95.85%	\$1,275.00	\$700.00	54.90%	\$1,179.00	\$700.00	59.37%	\$1,532.00	\$700.00	45.69%
LAFAYETTE	\$670.59	\$670.59	100.00%	\$1,374.64	\$1,374.64	100.00%	\$1,341.12	\$1,341.12	100.00%	\$1,937.94	\$1,937.94	100.00%
LAKEWOOD	\$717.22	\$657.96	91.74%	\$1,461.84	\$1,280.70	87.61%	\$1,314.72	\$1,151.80	87.61%	\$2,078.14	\$1,820.64	87.61%
LAMAR	\$696.00	\$522.00	75.00%	\$1,304.00	\$978.00	75.00%	\$1,304.00	\$978.00	75.00%	\$1,601.00	\$1,200.75	75.00%
LONGMONT	\$504.22	\$504.22	100.00%	\$1,028.56	\$873.25	84.90%	\$1,028.56	\$873.25	84.90%	\$2,016.93	\$1,663.97	82.50%

LOUISVILLE	\$603.80	\$513.23	85.00%	\$1,340.37	\$1,072.30	80.00%	\$1,129.10	\$903.28	80.00%	\$1,811.51	\$1,358.63	75.00%
LOVELAND	\$1,064.44	\$913.72	85.84%	\$2,247.16	\$1,793.31	79.80%	\$1,948.16	\$1,948.16	100.00%	\$2,868.25	\$2,249.52	78.43%
MANITOU SPRINGS	\$647.11	\$475.11	73.42%	\$1,358.92	\$997.72	73.42%	\$1,229.51	\$361.20	29.38%	\$1,941.32	\$180.60	9.30%
MEEKER	\$1,080.00	\$1,080.00	100.00%	\$1,275.00	\$1,275.00	100.00%	\$1,179.00	\$1,179.00	100.00%	\$1,532.00	\$1,532.00	100.00%
MONTE VISTA	\$504.13	\$423.47	84.00%	\$1,058.71	\$818.30	77.29%	\$957.88	\$745.60	77.84%	\$1,512.42	\$1,125.10	74.39%
MONTROSE	\$650.00	\$576.00	88.62%	\$1,341.00	\$1,090.00	81.28%	\$1,341.00	\$1,090.00	81.28%	\$1,811.00	\$1,465.00	80.89%
MOUNTAIN VILLAGE	\$565.00	\$565.00	100.00%	\$1,151.00	\$1,091.00	94.79%	\$1,065.00	\$1,005.00	94.37%	\$1,383.00	\$1,203.00	86.98%
NORTHGLENN	\$632.31	\$569.09	90.00%	\$1,264.56	\$1,011.66	80.00%	\$1,201.33	\$961.07	80.00%	\$1,833.65	\$1,466.93	80.00%
OURAY	\$669.83	\$657.96	98.23%	\$1,406.64	\$1,381.74	98.23%	\$1,272.67	\$1,250.13	98.23%	\$2,009.47	\$1,746.26	86.90%
PARACHUTE	\$676.00	\$676.00	100.00%	\$1,380.00	\$1,380.00	100.00%	\$1,275.00	\$1,275.00	100.00%	\$1,657.00	\$1,657.00	100.00%
PARKER	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
PUEBLO	\$1,008.14	\$874.62	86.76%	\$2,107.02	\$1,538.15	73.00%	\$1,915.48	\$1,398.31	73.00%	\$2,469.96	\$1,803.10	73.00%
RIDGWAY	\$706.00	\$706.00	100.00%	\$1,439.00	\$706.00	49.06%	\$1,331.00	\$706.00	53.04%	\$1,729.00	\$706.00	40.83%
SEVERANCE	\$830.00	\$830.00	100.00%	\$1,691.00	\$1,475.75	87.27%	\$1,564.00	\$1,380.50	88.27%	\$2,030.00	\$1,730.00	85.22%
SOUTH FORK	\$623.38	\$529.87	85.00%	\$1,375.62	\$475.41	34.56%	\$1,122.84	\$475.41	42.34%	\$1,934.92	\$475.41	24.57%
STEAMBOAT SPRINGS	\$591.00	\$591.00	100.00%	\$1,123.00	\$973.00	86.64%	\$1,123.00	\$973.00	86.64%	\$1,625.00	\$1,425.00	87.69%
STERLING	\$698.00	\$628.19	90.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$1,687.00	\$1,518.30	90.00%
TELLURIDE	\$496.00	\$496.00	100.00%	\$1,154.00	\$1,081.00	93.67%	\$1,154.00	\$1,081.00	93.67%	\$1,154.00	\$1,044.00	90.47%
THORNTON	\$935.93	\$823.63	88.00%	\$0.00	\$0.00	0.00%	\$1,858.38	\$1,486.70	80.00%	\$2,636.00	\$2,029.72	77.00%
TIMNATH	\$540.18	\$540.18	100.00%	\$1,100.40	\$800.00	72.70%	\$1,071.49	\$800.00	74.66%	\$1,375.50	\$800.00	58.16%
TRINIDAD	\$617.64	\$487.95	79.00%	\$1,297.06	\$1,024.67	79.00%	\$1,173.52	\$927.07	79.00%	\$1,852.93	\$1,463.81	79.00%
VAIL	\$1,074.35	\$954.35	88.83%	\$2,148.71	\$1,788.71	83.25%	\$1,933.84	\$1,633.84	84.49%	\$3,008.18	\$2,508.18	83.38%
WESTMINSTER	\$723.99	\$647.27	89.40%	\$1,582.24	\$1,282.06	81.03%	\$1,530.28	\$1,238.58	80.94%	\$2,274.06	\$1,673.58	73.59%
WHEAT RIDGE	\$507.06	\$431.00	85.00%	\$0.00	\$0.00	0.00%	\$1,042.80	\$834.24	80.00%	\$1,498.20	\$935.26	62.43%
WINDSOR	\$712.00	\$633.68	89.00%	\$1,423.00	\$1,266.47	89.00%	\$1,316.00	\$1,171.24	89.00%	\$1,637.00	\$1,456.93	89.00%
WINTER PARK	\$739.89	\$665.90	90.00%	\$1,553.81	\$1,276.34	82.14%	\$1,405.79	\$1,165.33	82.90%	\$2,219.66	\$1,775.73	80.00%
WOODLAND PARK	\$509.22	\$509.22	100.00%	\$1,171.24	\$878.43	75.00%	\$1,018.50	\$763.87	75.00%	\$1,578.62	\$1,183.96	75.00%
YUMA	\$765.00	\$765.00	100.00%	\$1,559.00	\$1,403.10	90.00%	\$1,518.00	\$1,366.20	90.00%	\$1,949.00	\$1,754.10	90.00%

**Colorado Municipal League**  
**Police/Sheriff Health Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Eff. Date	Types	RX	Comm Law	Same Sex	Plan Used by Most Employees		
							Plan	%	Provider
ALAMOSA	Y	10/2018	PPO,Self	Y	Y	N	N/A	88%	Friday Health Plans
ARVADA	Y	01/2020	PPO	Y	Y	Y	PPO	76%	UMR / United Healthcare
AURORA	Y	01/2016	HMO,Kaiser HDHP & Trip Option	Y	Y	Y	DHMO	82%	Kaiser Permanente
AVON	Y	01/2017	PPO,Self	Y	Y	Y		100%	CNIC Health Solutions (TPA)
BASALT	Y	01/2020	PPO	Y	Y	Y	PPO7	52%	Colorado Employer Benefit Trust (CEBT)
BLUE RIVER	Y	01/2017	PPO	Y	N	Y	PPO	80%	CEBT
BRECKENRIDGE	Y	01/2020	PPO,Self,EPO	Y	Y	Y	HRA	88%	EPO is RMHP; PPO is United Health Care
BRIGHTON	Y	01/2012	Self	Y	Y	Y	Employee and children	95%	UHC
BROOMFIELD	Y	01/2019	HMO,Self,Add'l HMO Plan - Kaiser	Y	Y	Y	UMR Choice Health	87%	UMR
BRUSH	Y	01/2016	PPO, EPO	Y	Y	Y	EPO	0%	United Health Care
CANON CITY	Y	01/2015	Self	Y	Y	N	One plan - Employee, Emp+1, Family level of participation	100%	Self Insured/ Meritain
CARBONDALE	Y	01/2018	PPO	Y	Y	N	PPO	100%	CEBT/Willis of Colorado, Inc.
CASTLE ROCK	Y	01/2013	PPO,Partially self funded	Y	Y	N	PPO	93%	UMR
CEDAREDEGE	Y	01/2020	PPO,High Deductible	Y	Y	N	PPO7	77%	CEBT
CHERRY HILLS VILLAGE	Y	01/2017	HMO	Y	Y	N	Employee Only Coverage	27%	Kaiser Permanente
COLORADO SPRINGS	Y	01/2020	Self	Y	Y	N	Advantage Plan	0%	Anthem Blue Cross Blue Shield
COMMERCE CITY	Y	01/2020	PPO	Y	Y	Y	United Health Care EPO	51%	United Health Care
CORTEZ	Y	01/2012	PPO,Self	Y	Y	N		100%	
CRESTED BUTTE	Y	01/2020	PPO	Y	Y	Y		100%	CEBT
CRIPPLE CREEK	Y	01/2020	PPO	Y	Y	N	EPO	100%	United Healthcare
DELTA	Y	01/2012	HMO,Shared funded	Y	Y	N		100%	Rocky Mountain Health Plans
DENVER	Y	01/2018	HMO	Y	Y	Y	HDHP/HSA	56%	United Healthcare
DILLON	Y	01/2016		Y	Y	Y	HSA	89%	County Health Pool
DURANGO	Y	01/2020	PPO,Self	Y	Y	Y		100%	City of Durango/TPA-Meritain Health
ENGLEWOOD	Y	01/2014	HMO,INDEM,PPO	Y	Y	N	Kaiser HMO	85%	Kaiser Permanente
ERIE	Y	01/2020	HMO,PPO	Y	Y	Y	PPO	65%	Anthem Blue Cross Blue Shield
ESTES PARK	Y	01/2014	PPO,Self	Y	Y	Y	PPO	95%	UMR
FEDERAL HEIGHTS	Y	01/2016	HMO,PPO	Y	Y	Y	EPO	0%	Anthem
FIRESTONE	Y	07/2018	PPO,HDHP	Y	Y	Y	PPO	42%	Anthem Blue Cross Blue Shield
FLORENCE	Y	01/2016	PPO,EPO	Y	N	N	PPO	95%	CEBT/United
FORT COLLINS	Y	01/2016	PPO,Self,2 PPO Plans	Y	Y	Y	ADVANTAGE PPO Plan	0%	UMR
FORT LUPTON	Y	01/2019	PPO	Y	Y	N		0%	Humana
FORT MORGAN	N			N	N	N		0%	
FOUNTAIN	Y	10/2015	PPO	Y	Y	Y	Plan A	76%	Atena
FRISCO	Y	01/2016	Self	Y	Y	Y		95%	TPA- CNIC
FRUITA	Y	01/2020	PPO	Y	Y	Y	CEBT PPO4	100%	Colorado Employer Benefit Trust
GLENDALE	Y	01/2017	Self	Y	Y	Y	SELF-INSURED	100%	SELF-INSURED
GLENWOOD SPRINGS	Y	01/2017	PPO,FSA	Y	Y	N	PPO IV	50%	CEBT-Willis HRH of Colorado
GOLDEN	Y	01/2019	PPO, Self Funded	Y	Y	Y	OAP	50%	Great West/CIGNA
GRANBY	Y	01/2016	HMO,HMOHDHSPHSA	Y	N	N	HMOHDHSPHSA	96%	ROCKY MTN HEALTH PLAN
GRAND JUNCTION	Y	01/2020	HMO,PPO,Partially self funded	Y	Y	Y	Classic	48%	Cigna
GREELEY	Y	01/2016	PPO	Y	Y	Y	PPO	45%	Cigna
GREENWOOD VILLAGE	Y	01/2019	HMO	Y	Y	N	HMO	96%	Kaiser Permanente
GUNNISON	Y	01/2020	PPO	Y	Y	Y	PPO 3	58%	CEBT
IGNACIO	Y	01/2017	PPO	Y	Y	Y	PPO2	87%	CEBT
LAFAYETTE	Y	01/2019	HMO	Y	Y	Y	HMO	98%	Kaiser Permanente
LAKEWOOD	Y	4/2018		Y	Y	N	Cigna HRA	76%	Cigna
LAMAR	Y	1/2018	PPO	Y	Y	Y	PPO	90%	County Health Pool
LONGMONT	Y	01/2020	HMO,POS	Y	Y	N	Kaiser HMO	84%	Kaiser Permanente
LOUISVILLE	Y	01/2018	HMO,POS	Y	Y	Y	HMO	55%	Kaiser Permanente
LOVELAND	Y	01/2019	PPO,Self	Y	Y	Y	PPO	89%	CIGNA
MANITOU SPRINGS	Y	01/2016	PPO	Y	Y	N	Cigna	50%	Cigna Healthcare

MEEKER	Y	01/2017	HMO,PPO	Y	Y	N	no choice all are on HMO	100%	CEBT
MONTE VISTA	Y	07/2014	Self	Y	Y	N	SELF INS.	100%	Cigna
MONTROSE	Y	01/2020	PPO,Self	Y	N	N	PPO	95%	UMR
MOUNTAIN VILLAGE	Y	01/2019	PPO	Y	Y	Y	PPO 4	100%	CEBT/ UMR
NORTHGLENN	Y	08/2019	HMO	Y	Y	Y	HMO	98%	Kaiser
OURAY	Y	12/19	HMO	Y	Y	Y	HMO	90%	Rocky Mountain Health Plans
PARACHUTE	Y	01/2017	HMO	N	Y	N		100%	United Health Care
PARKER	N			N	N	N		0%	
PUEBLO	Y	01/2020	HMO,PPO	Y	Y	Y	HMO	47%	Anthem Blue Cross Blue Shield
RIDGWAY	Y	1/2019	PPO,HRP	Y	Y	N	HRA	50%	CEBT
SEVERANCE	Y	01/2020	PPO	Y	Y	Y		100%	UMR United Health Care
SOUTH FORK	Y	01/2016	PPO	Y	Y	Y	PPO	100%	PUBLIC SECTOR HEALTH CARE GROUP/United Health
STEAMBOAT SPRINGS	Y	02/2013	PPO	Y	N	N		98%	Self Funded Administered by Regional Care Inc.
STERLING	Y	01/2019	PPO	Y	Y	Y	Plan B \$1000 Deductible	74%	County Health Pool
TELLURIDE	Y	01/2018	PPO,Self	Y	Y	Y		100%	self-insured
THORNTON	Y	03/2018	HMO	Y	Y	Y	OAP IN-NETWORK	47%	CIGNA
TIMNATH	Y	07/2012	HMO,PPO	Y	Y	Y	HMO	100%	United Healthcare
TRINIDAD	Y	01/2016	PPO	Y	Y	N	Only one plan offered	94%	Rocky Mountain Health Plans
VAIL	Y	01/01/2	Self	Y	N	Y	ONLY ONE PLAN	90%	Cigna
WESTMINSTER	Y	01/2020	POS,Self,DHMO	Y	Y	N	POS	89%	AETNA / KAISER
WHEAT RIDGE	Y	01/2014	HMO	Y	Y	Y	HMO	49%	Kaiser
WINDSOR	Y	01/2018	PPO,POS	Y	Y	Y	POS	100%	CEBT-Willis
WINTER PARK	Y	01/2020	PPO,Partially self-funded PPO	Y	N	Y	Only one plan	100%	Cigna
WOODLAND PARK	Y	01/2020	PPO	Y	Y	Y	HDHP with HSA	50%	Cigna
YUMA	Y	10/2020	EPO	Y	N	N	EPO 4	100%	UMR

**Colorado Municipal League**  
**Police/Sheriff Holiday Summary Report**  
**4/13/2020**

Entity	Days/ Year	Practices
ALAMOSA	10	New Years Day; Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving, Day after Thanksgiving, Christmas Eve (half day), Christmas
ARVADA	9	Plus 3 float days with approval of the supervisor.
ASPEN	9	9 observed holidays, 2 are added to vacation accrual for actual total of 11.
AURORA	9	New Years Martin Luther King Presidents' Memorial Independence Labor Veterans Thanksgiving Christmas
AVON	10	New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Discovery Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.
BASALT	10	New Years Day Martin Luther King Jr Day Presidents Day Memorial Day Independence Day Labor Day Thanksgiving Day Day After Thanksgiving Day Christmas Eve Christmas Day
BLACK HAWK	12	
BLUE RIVER	11	New Years Day MLK Presidents Memorial 4th of July Labor Day Thanksgiving Day after Thanksgiving Christmas Eve Christmas Day Floating/Birthday Holiday
BRECKENRIDGE	0	Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and day after, December 25th, four (4) hours on Dec. 24, and New Years Day.
BRIGHTON	11	New Year's Martin Luther King President's Memorial Independence Labor Veteran's Thanksgiving Day after Thanksgiving Christmas Eve Christmas day
BROOMFIELD	11	Holidays are 8 hr days. Employees who work a compressed workweek must supplement regular hours with annual leave. Employees who work on the holiday accrue up to 8 hrs of HL. Non-exempt employees who work on the holiday receive premium pay at 1.5 r
BUENA VISTA	10	
CANON CITY	0	New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Christmas Eve 1/2 Day,
CARBONDALE	11	New Year's Day; President's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; Day after Thanksgiving; Christmas Day; Colorado Day (floating); Election Day (floating only given to employees hired before 01/01/1991)
CASTLE ROCK	9	New Years, MLK Jr., Presidents', Memorial, Independence, Labor, Verterans, Thanksgiving, and Christmas Days.
CEDAREGE	11	New Year's Day Martin Luther King Jr Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day and the following Friday Christmas Day Half days on the last working day before New Year's Day and Christmas
CHERRY HILLS VILLAGE	9	New Year's Day, MLK Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day
COLORADO SPRINGS	10	New Year's; Martin Luther King; Presidents' Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving and the day after; Christmas.
COMMERCE CITY	10	New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day
CORTEZ	9	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving Day Day following Thanksgiving Last working day before Christmas - 4 hours Christmas Day Last working day before New Year's Day - 4 hours
CRESTED BUTTE	12	New Year's Day, MLK Day, President's Day, Memorial Day, July 4, Colorado Day, Labor Day, Columbus Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, day after Christmas
CRIPPLE CREEK	12	New Year's, Martin Luther King, Presidents', Memorial, Independence, Labor, Columbus, Veteran's, Thanksgiving + Day after, Christmas-12/24 and 12/25
DELTA	0	Paid Time Off accrual is higher than general and management and offsets holidays.
DENVER	11	May elect to save 4 holidays to use at another time. Holidays are: New Year's Day, Dr. Martin Luther King Day, Presidents Day, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Veterans Day, Christmas Day and Officer's Birth
DILLON	11	
DURANGO	11	For 2020: New Year's Day, Martin Luther King, Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day
ENGLEWOOD	10	Use it as a bank.
ERIE	13	New Year's Eve, New Year's Day, MLK, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day Following Thanksgiving Day, Christmas Eve, and Christmas Day, Floating Holiday
ESTES PARK	7	New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve Day, Christmas Day
FEDERAL HEIGHTS	0	New Years Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, one half (1/2) day on Christmas Eve and Christmas Day.
FIRESTONE	10	New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Day after Christmas.
FLORENCE	9	New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day Holidays are paid on an 8 hour day
FORT COLLINS	9	New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day

		Veterans' Day Thanksgiving Day Christmas Day
FORT MORGAN	9	New Years Day Martin Luther King Day Presidents Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day Christmas Day
FOUNTAIN	11	New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Eve (Half Day), Christmas Day, New Year's Eve (Half Day).
FRISCO	8	New Years Day (all are 8 hour days) Memorial Day Independence Day Labor Day Thanksgiving (Thurs & Fri) Christmas Eve Christmas Day
FRUITA	10	New Year's Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Friday following Thanksgiving, Christmas Day
GLENDALE	12	New Year's Day Martin Luther King President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving, Thursday & Friday Christmas Eve Christmas Day
GLENWOOD SPRINGS	9	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving day Day after Thanksgiving day Christmas Eve (last scheduled working day before Christmas) Christmas Day
GOLDEN	9	New Year's Day, MLK Day, President's Day, Memorial Day, 4th of July Observed, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day,
GRANBY	10	
GRAND JUNCTION	0	PTO is used for Holidays Days observed (most offices closed): New Years Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day.
GREELEY	11	
GREENWOOD VILLAGE	11	Police use their holidays as floating holidays. New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving Day, Christmas Eve, Christmas Day.
GUNNISON	12	New Years; Martin Luther King Day; President's Day; Memorial Day; 4th of July; Labor Day; Columbus Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Eve Day; Christmas. Days are 8 hours.
HAXTUN	10	New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, 1/2 Day Christmas Eve, and 1/2 Day New Years Eve.
HAYDEN	10	New Years, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, day after Thanksgiving, Christmas, 1 Floating Holiday.
IGNACIO	10	New Years Day Martin Luther King Day Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Christmas
KERSEY	10	
LAFAYETTE	9	New Year's Day, MLK's B-day, Presidents' Day, Memorial Day, 4th of July, Labor Day, Veterans' Day, Thanksgiving, Christmas Day; if Christmas Eve falls on a weekday, then off 1/2 day.
LAKEWOOD	13	11 Holidays plus 2 floating holidays.
LAMAR	9	New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and day after; Christmas and a day in conjunction with.
LONGMONT	10	New Year's Day, Martin Luther Kings, Jr. Day, President's Day, Veteran's Day, Thanksgiving, Day After Thanksgiving, Christmas Day, Memorial Day, Labor Day, Independence Day
LOUISVILLE	9	Included in paid leave bank. New Year's Day MLK Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Day + day after Christmas Day + day after
LOVELAND	8	2017: Jan 2 New Years Day; May 29 Memorial Day; July 4 Independence Day; Sept 4 Labor Day; Nov 10 Veteran's Day; Nov 23 Thanksgiving Day; Nov 24 day after Thanksgiving; Dec 25 Christmas Day
MANITOU SPRINGS	0	Paid at time & a half for hours worked on recognized holiday
MEEKER	11	New Years Day, Martin Luther King Day, President's Day, Memorial Day, Fourth of July, Columbus Day, Veterans Day, Thanksgiving and the Friday after Thanksgiving and Christmas
MONTE VISTA	11	New Years Day, Martin Luther King Day, Presidents Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day & Friday following, Christmas Eve Day & Christmas Day.
MONTROSE	9	New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.
MOUNTAIN VILLAGE	0	
NORTHGLENN	10	New Years Day MLK Birthday Presidents Day Memorial Day Labor Day Independence Day Veterans Day Thanksgiving Day after Thanksgiving Christmas Day
OURAY	10	NY day; President's Day; MLK; Memorial Day; July 4th; Labor Day; Thanksgiving Day; Friday after Thanksgiving; Christmas Eve; Christmas Day
PALISADE	11	New Year's Day, Martin Luther King, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and either the day before or after Christmas as determined by the Town Administer
PARACHUTE	11	New Years Day Martin Luther King Birthday Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day Day after Thanksgiving Christmas Day
PARKER	0	
PUEBLO	10	OFFICERS RECEIVE 10 ADDITIONAL VACATION DAYS PER YEAR IN LIEU OF HOLIDAYS.
RIDGWAY	9	New Years, Martin Luther King, Presidents, Memorial, Independence, Labor, Thanksgiving, Day after Thanksgiving, Christmas.
ROCKY FORD	7	New Years, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving & Christmas.
SEVERANCE	11	New Years Day Martin Luther King Jr. Day Presidents Day Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day The Friday immediately following Thanksgiving Christmas Eve and Christmas Day



SILVERTHORNE	11	New Year's Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving & Day After Christmas Eve & Christmas Floating Holiday
SOUTH FORK	12	New Year's Eve Day (1/2) New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving Day Friday after Thanksgiving Day Christmas Eve Day Christmas Day
STEAMBOAT SPRINGS	9	New Years Day, Martin Luther King's B-day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day
STERLING	0	
TELLURIDE	9	8 hour days: New Year's, Martin Luther King, Memorial Day, July 4, Labor Day, Thanksgiving Thursday and Friday, Christmas Day. President's Day
THORNTON	12	Standard 10 holidays/yr plus 1 floating holiday and 1 discretionary holiday
TIMNATH	10	New Years MLK Jr. President's Memorial Independence Labor Thanksgiving Friday after Thanksgiving Christmas One floating (usually around Christmas/New Year's)
VAIL	0	included in vacation/holiday - double time for non-exempt on 6 designated days/yr if worked.
WESTMINSTER	9	Includes 1 floating holiday. (10 hours)
WHEAT RIDGE	10	New year's Day; President's Day; Martin Luther King, Jr. Day; Independence Day; Labor Day; Memorial Day; Veteran's Day; Thanksgiving Day; Day After Thanksgiving;and, Christmas Day
WINDSOR	10	10 paid observed holidays
WINTER PARK	8	New Year's Day President's Day Memorial Day Independence Day Labor Day Thanksgiving Day after Thanksgiving Christmas
WOODLAND PARK	12	NEW YEARS DAY, MARTIN LUTHER KING, PRESIDENTS DAY, MEMORIAL DAY, 4TH OF JULY, LABOR DAY, VETERANS DAY, THANKSGIVING AND THE DAY AFTER, CHRISTMAS EVE, CHRISTMAS DAY, New Years Eve.
YUMA	0	

**Colorado Municipal League**  
**Police/Sheriff LTD Summary Report**  
**4/13/2020**

Entity	LTD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
ALAMOSA	Y		13 days	100.00%	44		
ARVADA	Y		90 days	100.00%	\$.43/\$100	60%	\$6,000 per month
AVON	Y		120 days	100.00%		3 Tier Disability Plan	66 2/3%; \$10,000.00 per week; based on age at dis
BASALT	Y		None	50.00%	1.4%	50% of Base Salary	As long as the eligible disability exists
BRECKENRIDGE	Y		90 calendar days	60.00%		No	\$5,000.00 per month
BRIGHTON	Y		90 days	60.00%	.37	Police Officers	8,000 a month until 65 yrs old
BROOMFIELD	Y		Set by FPPA	0.00%	2.8 % of base pay	FPPA	FPPA determines the benefit
CANON CITY	Y	Y	180 Days	100.00%		66 2/3% of basic wkly compensation	5 years with some exceptions based on age
CARBONDALE	Y			0.00%			
CASTLE ROCK	Y		90 days	100.00%	\$.365/\$100	60% of monthly income	\$7,000 per month
CEDAREDGE	Y		1st day of disability	100.00%	0.410% of total covered payroll	Mutual of Omaha	\$6,000 per month
CHERRY HILLS VILLAGE	Y		90 days	100.00%	\$.52 per \$100		\$6000 per month
COLORADO SPRINGS	Y		180 days	0.00%	graded sch. based on sal., age & vesting class	yes	\$7500 per month
COMMERCE CITY	Y		90 days	100.00%	\$.00026 per dollar in wages paid	60% of base wages	\$6000 per month
CRESTED BUTTE	Y		180 days	100.00%	.0052 of wages		60% of salary
CRIPPLE CREEK	Y		90 calendar days	100.00%	Monthly Salary/100*.56	60% of base	\$6000 per month
DELTA	Y		6 months	100.00%	hourlyxannual hours/12/\$100.00x.58x2	60% base salary	up to qualification for social security disability
DENVER				0.00%			
DILLON	Y		90 days	100.00%	.45 per 1000	Yes for officers	66 2/3 up to age 65
DURANGO	Y		90 days	100.00%	.298% per \$100 cov salary	yes	\$6,000 per month
ERIE	Y		11 weeks	100.00%	.363/month per \$100 of salary	60% of monthly salary	5000.00 per month
ESTES PARK	Y			0.00%			
FEDERAL HEIGHTS	Y	Y	180 days	0.00%			up to \$4,000 per month
FIRESTONE	Y		12 weeks	100.00%	3.92	Yes	\$5000.00
FORT COLLINS	Y	Y	90 calendar days	100.00%	\$.462/\$100 mnthly salary	Voya/FPPA	\$7,500 per month
FORT LUPTON	Y		90	100.00%	Age+Wage Formula		60% of earnings
FORT MORGAN				0.00%			
FOUNTAIN	Y			100.00%	14.72		
FRISCO	Y	Y		100.00%			
FRUITA	Y			1.40%		Yes	
GLENDALE	Y			0.00%		yes	
GLENWOOD SPRINGS	Y			60.00%		After 90 days of continuous disability	\$5000 Per Week
GOLDEN	Y		180 Days	100.00%	\$.24 per \$100 covered payroll		\$10,000/month
GRANBY	Y		90 days	100.00%	60%		
GRAND JUNCTION	Y		90 days	100.00%	.48 per 100	60% of salary	12 months
GREELEY	Y		90 days	100.00%	60% base pay	Yes	10,000
GREENWOOD VILLAGE	Y		90 days	100.00%	\$.28/100	Yes	\$6,000/month
GUNNISON				0.00%			
IGNACIO				%			
LAFAYETTE	Y		60 days	100.00%	.48 / \$1,000 of salary		\$6,000 / month
LAKEWOOD	Y		180 days	100.00%	.650% per \$100 of base salary	No	60% of salary up to \$15,000/month
LAMAR				0.00%		Yes	
LONGMONT	Y		90 days	100.00%	0.38 per 100	60% of monthly earnings	\$5000 per month
LOUISVILLE	Y		13 weeks	100.00%	\$.32 per \$1,000	No	60%
LOVELAND	Y		more than 90 days	60.00%	0.450% per \$100 of monthly covered payroll	no	\$5000.00/mo
MANITOU SPRINGS				0.00%			
MONTE VISTA	Y		Payable after 180 days	100.00%	.470 per \$100	1.30%	
MONTRORSE	Y		90 Days	100.00%	.29/1000	60%	\$5000/month
MOUNTAIN VILLAGE	Y	Y		100.00%	.042	yes	66%
NORTHGLENN	Y		90	60.00%		yes	Monthly \$8000
OURAY	Y		90 days	100.00%	\$.63 per \$100 covered payroll	no	\$6000/month
PARKER				0.00%			
PUEBLO	Y		181 DAYS	0.00%			AGE 65
RANGELY				0.00%			
SEVERANCE	Y		180	100.00%	0.00	Yes	
STEAMBOAT SPRINGS	Y		90 days	100.00%	.56 times covered payroll	60%	\$5,000/month

STERLING	Y		90 days after beginning STD	100.00%	salary/12/100xrate of pay		60%
TELLURIDE	Y		90 days	100.00%	.645		6000.00/mo
THORNTON	Y		180 days	100.00%	\$0.27/\$100 of covered Payroll	60%	\$8,000
TIMNATH				0.00%			
VAIL	Y		181 days	100.00%		2.6%	
WESTMINSTER	Y		180 days	100.00%	\$.47 / \$100	60% of base salary	\$12,000/mo
WHEAT RIDGE	Y		90 days	100.00%	.0038		6000/month
WINDSOR	Y		90 Days	100.00%	0.81% of covered payroll	60% monthly income	\$4,000 per month
WINTER PARK	Y		180 days	100.00%		no	60%
WOODLAND PARK	Y	Y	179 DAYS	100.00%	.000260000	FPPA	6000.00
YUMA				0.00%			

**Colorado Municipal League**  
**Police/Sheriff Life Insurance Summary Report**  
**4/13/2020**

Entity	Ins	Provider	Employer		Premium Formula	Annual Coverage	Min Payout	Max Payout
			Premium	% Share				
ALAMOSA	Y			100.00%	11.20			\$100,000
ARVADA	Y	Hartford		100.00%		150,000		150,000
AURORA	Y	Standard Insurance Company	\$.16 per thousand	100.00%	\$.16 per thousand	1 x salary plus \$1,000 dependent	1 x salary plus \$1,000 dependent	1 x salary plus \$1,000 dependent
AVON	Y	Lincoln Financial Group		100.00%		2 x annual salary	2x salary	\$350,000.00
BASALT	Y	Standard Insurance Company - CEBT	14.00	100.00%		100,000.00	10,000.00	300,000.00
BLUE RIVER	Y		11.20	100.00%	2.4	250000	250000	
BRECKENRIDGE	Y	Mutual of Omaha	28.85	100.00%	\$0.87 per month per \$1,000 of insurance	1.5 times annual pay		\$300,000.00
BRIGHTON	Y	Lincoln Financial	\$17.00	100.00%	yes	100,000	depending on age	200,000
BROOMFIELD	Y	Lincoln	Formula using basic earnings (.095/\$1000 for life; .027/\$1000 for AD&D)	100.00%	\$.122/\$1,000 coverage	1.5 times basic earnings, maximum \$200,000	1.5 times basic earnings, maximum \$200,000	\$200,000
CANON CITY	Y	Dearborne National	12.50	100.00%	Flat rate	50000	50000	50000
CEDAREIDGE	Y	CEBT & Principal Financial Group	11.01	100.00%	.0002324	45000.00	45000.00	45000.00
CHERRY HILLS VILLAGE	Y	Lincoln Financial	\$12.00	100.00%	\$.19 per \$1000	Basic Annual Earnings	Basic Annual Earnings	100,000.00
COLORADO SPRINGS	Y	Aetna Life Insurance	\$.125 per \$1000 of coverage	100.00%	\$.155 per \$1000 of coverage	1.5 X Annual Salary	\$10,000	\$500,000
COMMERCE CITY	Y	CIGNA	\$10.65	100.00%	\$0.13 per K up to 150,000 + depend cost	150000	0	150000
CORTEZ	Y		\$10.50	100.00%		.5xannual salary	10,000.00	50,000.00
CRESTED BUTTE	Y	CEBT	2.80	100.00%		25000.00		
CRIPPLE CREEK	Y	MetLife	\$7.20 Based on \$30K annual salary	100.00%	.24 cents per \$1,000 of coverage	1x salary min of \$20,000 max of \$50,000	\$20,000 Life and \$20,000 AD&D	\$50,000 Life and \$50,000 AD&D
DELTA	Y	Reliance Standard Life Insurance	\$3.80 Single/ \$4.98 Family	100.00%		\$10,000		
DENVER	Y			100.00%	.11/1000	1.5 X Salary		300000
DILLON	Y	Lincoln National Life Insurance	21.49	100.00%	.17 per 1000	2x salary		
DURANGO	Y	The Hartford Insurance Company	0.2500 per \$1,000	100.00%	0.2800 per \$1,000	2 x annual salary	50,000	350,000
ENGLEWOOD	Y	Lincoln Financial Group	.16/1000	100.00%	.188/1000	1x salary (max 50,000)	35,000	50,000
ERIE	Y	Sun Life Financial	.151/month per \$1000 of coverage	100.00%	.176/month per \$1,000 of coverage	1.5 times annual salary	26,250	150,000
ESTES PARK	Y	Lincoln National Life Insurance	.14/\$1,000 for Life; .04/\$1,000 for AD&D	100.00%	.18/\$1,000.00	1 times salary rounded up, maximum \$50,000.00	1 times salary, maximum \$50,000.00	1 times salary, maximum \$50,000.00
FEDERAL HEIGHTS	Y	CEBT	3.5	100.00%	3.5	25000		
FIRESTONE	Y	Mutual of Omaha	7.00	100.00%		50000	50000	50000
FLORENCE	Y		2.24	80.00%		20,000		
FORT COLLINS	Y	Voya/Relia Star	\$.13/\$1,000 annual salary	100.00%	\$.145/\$1,000 annual salary	1 x annual salary	\$20,000	\$500,000
FORT LUPTON	Y	OneAmerica		100.00%		100000	100000	100000
FORT MORGAN				0.00%				
FOUNTAIN	Y		\$9.24	100.00%		2XAnnual Salary	2XAnnual Salary	\$100,000
FRISCO	Y	Mutual of Omaha	13.77	100.00%		1.5 their annual salary		\$150,000
FRUITA	Y			100.00%		20000.00		
GLENDALE	Y	RELIANT	.00025 per \$ of salary/month	100.00%	.025%	SALARY	NO MINIMUM	100000
GLENWOOD SPRINGS	Y	CEBT	13.99	100.00%	1.5 x Salary(rounded to the next higher \$1,000) x	1 1/2 times BasicAnnual Earnings Rounded Up \$1,000	\$2,000	\$300,000
GOLDEN	Y	Lincoln Financial	\$14.50 Based upon and average Salary of \$50K	100.00%	\$.145/\$1,000	2 x annual salary up to max 400,000.00	1,000	400,000
GRANBY	Y	Unum	varies	100.00%		one times salary up to \$75,000	25,000	75,000
GRAND JUNCTION	Y	VOYA	formula for basic earnings (.15/1000 life, .03/1000 ad&d)	100.00%	.08 per 1000	1 x annual salary		350,000
GREELEY	Y	Sun Life	.12/1000 covered benefit approx. \$16.78 per/ee/mo.	100.00%	.145/1000 covered benefit	1.5 times base pay	\$10,000	\$400,000
GREENWOOD VILLAGE	Y	Lincoln Financial	Based on formula - life insurance is .15/1000, AD&D is .02/1000.	100.00%	\$.17/1000	1 1/2 X annual salary		\$150,000
GUNNISON	Y	CEBT	0.00	100.00%	.14 per thousand	\$25,000	\$25,000	\$50,000
IGNACIO	Y	CEBT	2.50	0.00%	.14	20,000.00	20,000.00	20,000.00
LAFAYETTE	Y	The Hartford	One times annual salary	100.00%	.17/\$1000 LIFE, .03/\$1000 AD&D	1 x annual salary	\$1,000	\$150,000

LAKEWOOD	Y	Standard	Varies	100.00%	.135 per \$1000 of coverage	1.5 times annual salary	50000	500000
LAMAR	Y	Anthem Life Insurance	\$10.75 per person/per month	100.00%	.215/\$1000	50,000	\$15,000	\$50,000
LONGMONT	Y	Unum		100.00%	\$0.135 per 1000	1.5 times annual salary		\$175,000
LOUISVILLE	Y	Lincoln Financial	Varies by salary	100.00%	.85 per \$1,000	2.5 X base annual salary		300,000
LOVELAND	Y	Hartford	0.1% per \$1000	100.00%	0.010% per \$1000	1.5 x annual gross salary	n/a	\$200,000
MANITOU SPRINGS	Y	Lincoln National Life Insurance	3.90	100.00%	3.20 for life, .70 for AD&D	\$20,000	\$20,000	\$20,000
MONTE VISTA	Y	Lincoln Life	9.00	100.00%	.0300 per \$1000	50000.	50000.	50000.
MONTROSE	Y	Mutual of Omaha	varies based on amount	100.00%	.15 per \$1000	2 times annual salary	2 times annual salary	200,000
MOUNTAIN VILLAGE	Y	The Standard	7.00	100.00%	flat rate	\$50,000		\$50,000
NORTHGLENN	Y	Lincoln	Varies based on annual salary	100.00%		1.5 times annual salary	\$10,000	\$200,000
OURAY	Y	Kansas City Life	depends on annual income	100.00%	\$.36 per \$1000	1X annual salary		\$60,000
PARACHUTE	Y	Kansas City Life Insurance Co.	6.40	100.00%		20,000.00	\$20,000.00	\$20,000.00
PARKER				0.00%				
PUEBLO	Y	Lincoln Life Insurance	5.63	100.00%	5.63	25,000.00	25,000.00	25,000.00
RIDGWAY	Y	CEBT	2.80	100.00%	2.80	10,000.00		
SEVERANCE	Y		0.00	100.00%		20000		
SOUTH FORK	Y	MET LIFE	10.00	100.00%		20,000	NO	20,000
STEAMBOAT SPRINGS	Y	UNUM Provident		100.00%	.37/1000	1Xannual salary		50,000
STERLING	Y	County Health Pool	Single \$4.80; Employee + dependents \$5.58	100.00%		20,000	20,000	40,000
TELLURIDE	Y	Sun Life	5.50	100.00%		25000		
THORNTON	Y	CIGNA LIFE	Formula based on annual salary	100.00%	\$0.10/\$1,000 coverage	1.5 X Annual salary	\$1,000	\$400,000
TIMNATH	Y	United Healthcare	3.4	100.00%	.30/\$1000	\$20000	\$20000	\$20000
TRINIDAD			\$6.00	0.00%		25,000.00		
VAIL	Y		0	0.00%			50,000	200,000
WESTMINSTER	Y	Hartford Insurance	\$0.14 per \$1,000 of Benefit	100.00%	\$0.21 per \$1,000 of Benefit	1 x annual for non-exempt	\$10,000	\$400,000
WHEAT RIDGE	Y	Lincoln Financial		100.00%	.00021	1.5 times annual salary		150,000
WINDSOR	Y	CEBT	Based on Employee Salaries	100.00%	1.5 x annual salary (rounded) X .14	yes	No Minimum	\$450,000
WINTER PARK	Y	Guardian Life	11.50	100.00%		50000	50000	50000
WOODLAND PARK	Y	Mutual of Omaha	4.00	100.00%		20000.00	20000.00	40000.00
YUMA	Y	Colorado Choice	\$3.60	100.00%	.14	\$20,000	\$5,000	\$20,000

**Compensation Survey System**  
**Police/Sheriff Retirement Summary Report**  
**4/13/2020**

Entity	Num Plans	Administrator	Employer Contrib	Soc Sec	Plans							Ret TCV
						State	401(k)	401(a)	403(b)	457	Other	
BRECKENRIDGE	2			Y	Plan			Y		Y		7.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0% - 1%		100%		
CRESTED BUTTE	1			Y	Plan			Y		Y		19.65%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			varies from 6% to 12%		up to IRS allowed maximum		
DURANGO	2				Plan			Y		Y		11.20%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9%		up to \$19,500 or \$26,000 if 50+		
STEAMBOAT SPRINGS	3			Y	Plan			Y		Y		6.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9.2		Optional for employee		
TELLURIDE	0				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				
					EE Amt			.11-.125				
VAIL	2				Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Both		Vol		
					EE Amt							
WINTER PARK	3				Plan			Y		Y	Y -	0.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			8.0%		Up to 15%	Roth IRA limits	
DENVER	0				Plan	Y				Y		0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt	8.5%				100%		
GOLDEN	3				Plan			Y		Y	Y - RHS	0.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10% sworn, all others 2%		Up to IRS Regulation Max		
COLORADO SPRINGS	1				Plan	Y				Y	Y -	0.00%
					Ben/Cont	Ben				Cont	Ben	
					Mand/Vol	Mand				Vol	Mand	
					EE Amt	10%				IRS Limits	8%	
BRIGHTON	1				Plan			Y		Y		9.00%
					Ben/Cont			Ben		Ben		
					Mand/Vol			Mand		Mand		
					EE Amt			10%				
FORT COLLINS	3			Y	Plan			Y		Y	Y - GERP	7.50%
					Ben/Cont			Cont		Cont	Ben	
					Mand/Vol			Mand		Vol		
					EE Amt			3%		Up to IRS annual maximum	plan closed - only ER contribution	
GREELEY	0				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				

					EE Amt			9.5%				
CASTLE ROCK	2			Y	Plan			Y		Y		6.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			Employer=6%; Employee=4%		Set by code		
PUEBLO	1				Plan	Y				Y	Y - ICMA Roth IRA	8.00%
					Ben/Cont	Ben				Cont	Cont	
					Mand/Vol	Mand				Vol	Vol	
					EE Amt	11.00%				MAX ALLOWED BY IRS	MAX ALLOWED BY IRS	
GRAND JUNCTION	2				Plan			Y		Y		10.65%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			10.65%				
AURORA	2			Y	Plan			Y		Y		10.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			10.5%, with 10.5% City match		IRS allowable		
ALAMOSA	0				Plan						Y -	0.00%
					Ben/Cont						Cont	
					Mand/Vol						Mand	
					EE Amt						10	
ARVADA	3				Plan			Y		Y		10.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			12%		variable up to IRS limits		
BROOMFIELD	2				Plan	Y				Y		10.00%
					Ben/Cont	Ben				Cont		
					Mand/Vol	Mand				Vol		
					EE Amt	10.5				Up to max set by IR Code		
BUENA VISTA	0				Plan						Y -	0.00%
					Ben/Cont						Cont	
					Mand/Vol						Mand	
					EE Amt						5%	
CANON CITY	2				Plan					Y	Y - FPPA	10.50%
					Ben/Cont					Cont	Cont	
					Mand/Vol					Vol	Mand	
					EE Amt						11.1%	
CHERRY HILLS VILLAGE	0				Plan		Y				Y -	0.00%
					Ben/Cont		Cont				Cont	
					Mand/Vol		Vol				Mand	
					EE Amt		Up to 5%				8%	
COMMERCE CITY	3				Plan			Y		Y	Y - Roth IRA	10.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10 %		1% up to IRS limits	1% up to IRS limits	
ENGLEWOOD	3				Plan					Y	Y - Roth IRA	0.00%
					Ben/Cont					Cont		
					Mand/Vol					Vol	Vol	
					EE Amt					Varies	Varies	
FEDERAL HEIGHTS	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Mand		
					EE Amt			11%		2%		
FLORENCE	1				Plan						Y - FPPA	0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt						8.5%-10%	
FORT LUPTON	2				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		

					Mand/Vol			Mand		Vol		
					EE Amt			9.7%		IRS Max		
GLENDALE	3				Plan			Y		Y	Y - ROTH	0.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			7.0%				
GLENWOOD SPRINGS	0				Plan		Y	Y		Y		0.00%
					Ben/Cont		Both	Both		Cont		
					Mand/Vol		Vol	Vol		Vol		
					EE Amt		May contribute up to \$16,500 yrly	7.5%		A Maxium of \$17,000 per year		
GREENWOOD VILLAGE	3				Plan		Y	Y		Y		14.00%
					Ben/Cont		Cont	Cont		Cont		
					Mand/Vol		Vol	Vol		Vol		
					EE Amt		Up to IRS limits	City pays 14%, no employee contribution required		Up to IRS limits		
IGNACIO	1				Plan		Y					0.00%
					Ben/Cont		Ben					
					Mand/Vol		Mand					
					EE Amt		5% Minimum					
LAFAYETTE	3				Plan			Y		Y	Y - FPPA	10.20%
					Ben/Cont			Cont		Cont	Both	
					Mand/Vol			Mand		Vol	Mand	
					EE Amt			2.2%		varies	8.00%	
LAKEWOOD	2				Plan			Y		Y		10.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9.2%		Up to allowable by law.		
LONGMONT	3				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			10%				
LOUISVILLE	3			Y	Plan			Y		Y	Y - RHS and Roth	9.50%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			5.0		varies	varies	
LOVELAND	3			Y	Plan			Y		Y	Y -	9.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			7%		100% of includable compensation up to IRS maximum	up to 5%	
MOUNTAIN VILLAGE	0				Plan	Y				Y		0.00%
					Ben/Cont	Cont				Cont		
					Mand/Vol	Mand				Vol		
					EE Amt	8%						
NORTHGLENN	4				Plan			Y		Y		0.00%
					Ben/Cont					Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			12%		Varies		
RANGELY	0				Plan						Y -	0.00%
					Ben/Cont						Cont	
					Mand/Vol						Mand	
					EE Amt						8%	
STERLING	3			Y	Plan					Y	Y -	7.37%
					Ben/Cont					Cont	Ben	
					Mand/Vol					Vol	Mand	
					EE Amt					Maximum allowed by IRS	10.5% contribution by employee; 8% match by employer	



THORNTON	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			9% of bi-weekly salary				
WESTMINSTER	2				Plan	Y		Y		Y	Y -	10.00%
					Ben/Cont	Both		Cont		Cont	Cont	
					Mand/Vol	Mand		Mand		Vol	Vol	
					EE Amt	10.5-12.5%		10% - Additional amount is voluntary		IRS guidelines	457 Roth; same as above	
WOODLAND PARK	1			Y	Plan			Y	Y	Y		12.50%
					Ben/Cont			Cont		Both		
					Mand/Vol			Mand		Vol		
					EE Amt			8%		Varies up to IRS Maximum		
AVON	2				Plan			Y		Y		11.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			11%		additional amount elected by employee within the IRS guidelines		
DELTA	2				Plan			Y		Y		10.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand		Vol		
					EE Amt			8%				
ERIE	1			Y	Plan					Y		8.00%
					Ben/Cont					Cont		
					Mand/Vol					Vol		
					EE Amt					IRS maximum		
FORT MORGAN	1				Plan		Y					0.00%
					Ben/Cont		Cont					
					Mand/Vol		Mand					
					EE Amt		12.8%					
KERSEY	2			Y	Plan						Y - FPPA	0.00%
					Ben/Cont						Both	
					Mand/Vol						Mand	
					EE Amt						6.8%	
MONTE VISTA	2			Y	Plan			Y		Y		15.65%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6.2%		100%		
PARACHUTE	0				Plan						Y -	0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt						9.5	
PARKER	2				Plan							0.00%
					Ben/Cont							
					Mand/Vol							
					EE Amt							
TRINIDAD	1				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				
					EE Amt			3%				
CARBONDALE	0				Plan			Y				0.00%
					Ben/Cont			Cont				
					Mand/Vol			Mand				
					EE Amt			0%				
MONTROSE	1			Y	Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0		8		

CEDAREdge	1			Y	Plan			Y		Y		6.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			6% to 3% Employee elects percentage and cannot ever change election		voluntary amount or percentage		
FRUITA	3				Plan			Y		Y	Y -	3.50%
					Ben/Cont			Ben		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10%		Voluntary	Voluntary	
CRIPPLE CREEK	2			Y	Plan			Y		Y		8.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			8% of salary		Max. of \$18,500 allowed for 2013		
DILLON	2				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			5%				
ESTES PARK	4			Y	Plan		Y	Y		Y	Y - Roth IRA	11.80%
					Ben/Cont		Cont	Cont		Cont		
					Mand/Vol		Vol	Mand		Vol		
					EE Amt			8%				
FIRESTONE	2				Plan					Y	Y - FPPA	10.50%
					Ben/Cont					Cont	Cont	
					Mand/Vol					Vol	Mand	
					EE Amt					Varies	10.5%	
GUNNISON	2			Y	Plan			Y		Y		3.50%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			11.2		Up to statutory limit		
LAMAR	3				Plan		Y	Y		Y		0.00%
					Ben/Cont		Cont	Cont		Cont		
					Mand/Vol		Vol	Mand		Vol		
					EE Amt		up to 6%	8%		ICMA up to 6%		
LONE TREE	0				Plan			Y		Y		0.00%
					Ben/Cont			Ben		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			8%				
YUMA	1				Plan	Y						0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand						
					EE Amt	10.00%						
BRUSH	1				Plan						Y - Empower/ICMA	0.00%
					Ben/Cont						Cont	
					Mand/Vol						Vol	
					EE Amt						9%	
DACONO	2				Plan	Y				Y		0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand				Vol		
					EE Amt	9.3% or 13.3%				Any		
GRANBY	2				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol					Vol		
					EE Amt							
MANITOU SPRINGS	2				Plan	Y				Y		0.00%
					Ben/Cont	Ben				Cont		
					Mand/Vol	Mand				Vol		
					EE Amt	9.5%				their decision		

WHEAT RIDGE	3			Y	Plan			Y		Y	Y - Roth IRA	4.00%
					Ben/Cont			Cont		Cont	Cont	
					Mand/Vol			Mand		Vol	Vol	
					EE Amt			10%		Up to 17500 per year	Up to \$5500 per year	
WINDSOR	2			Y	Plan			Y		Y		5.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			0%		Max allowed by IRS		
BASALT	1				Plan						Y -	0.00%
					Ben/Cont						Both	
					Mand/Vol						Mand	
					EE Amt						11%	
OURAY	1				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			3%				
FOUNTAIN	0				Plan					Y	Y - FPPA	0.00%
					Ben/Cont					Cont	Ben	
					Mand/Vol					Vol		
					EE Amt						10.5%	
CORTEZ	0			Y	Plan			Y		Y		5.00%
					Ben/Cont			Cont		Cont		
					Mand/Vol			Mand		Vol		
					EE Amt			5%				
RIDGWAY	2				Plan			Y		Y		0.00%
					Ben/Cont			Cont		Ben		
					Mand/Vol			Mand		Vol		
					EE Amt			4%				
TIMNATH	1				Plan	Y						0.00%
					Ben/Cont	Ben						
					Mand/Vol	Mand						
					EE Amt	8%						
SNOWMASS VILLAGE	1				Plan			Y		Y		0.00%
					Ben/Cont			Both		Cont		
					Mand/Vol			Mand		Mand		
					EE Amt			N/A		8%		
SOUTH FORK	1				Plan					Y		0.00%
					Ben/Cont					Cont		
					Mand/Vol					Mand		
					EE Amt					10		
SEVERANCE	0				Plan						Y -	0.00%
					Ben/Cont						Cont	
					Mand/Vol						Mand	
					EE Amt						11%	

**Colorado Municipal League**  
**Police/Sheriff STD Summary Report**  
**4/13/2020**

Entity	STD	Incl w/ Health	Wait Prd	% Share	Premium Formula	Coverage	Max Payout
ALAMOSA	Y		13 days	100.00%	66		
ARVADA				0.00%			
AVON	Y		31 days	0.00%	annual salary x rate of coverage		60%; \$1,000.00 per week; 13 weeks
BASALT	Y		None	50.00%	1.4%	40% of Base Salary	5 years
BRECKENRIDGE	Y			0.00%			\$1,500.00 per week
BRIGHTON	Y		80 hrs	75.00%	yes		448 hrs
BROOMFIELD	Y		7 days; benefit goes back to 1st day	100.00%	Self-funded	100% up to # of hours based on service	Based on service - 312 to 520 hours
CANON CITY	Y	Y	45 Days	100.00%		100% of basic wkly compensation	135 days after 45 day waiting period
CARBONDALE				0.00%			
CASTLE ROCK	Y		30 days	100.00%	Self-funded	60% of monthly income	\$3,000 per month
CEDAREDGE				0.00%			
CHERRY HILLS VILLAGE	Y			100.00%	\$17 per \$10 weekly		\$1500 per week
COLORADO SPRINGS	Y		greater of 7 days or exhaustion of sick leave	0.00%	graded sch. based on sal., age & vesting class	yes	\$1,250 per week
COMMERCE CITY	Y		40 hours	100.00%	Self Insured: \$2.15 per month plus actual wages pa	100% of base wages	13 weeks
CRESTED BUTTE				0.00%			
CRIPPLE CREEK	Y	Y	7 days	0.00%			
DELTA	Y		30 days and exhaustion of accrued paid time off	100.00%	no premium/city pays salary	60% base salary	up to 6 months
DENVER				0.00%			
DILLON				0.00%			
DURANGO	Y		5 days	66.66%	City plan which runs concurrently w/FMLA	No	480 hours per 12 month period
ERIE	Y		2 weeks	100.00%	.211/month per \$10 of coverage	60% of weekly salary	1000.00 per week
ESTES PARK				0.00%			
FEDERAL HEIGHTS	Y	Y	10 days	0.00%			\$450 per week
FIRESTONE	Y		2 weeks	100.00%	.3571	Yes	\$1000.00
FORT COLLINS	Y	Y	14 calendar days	100.00%	\$1.27	Voya	
FORT LUPTON	Y		7	0.00%	Age+Wage Formula		60% of earnings
FORT MORGAN				0.00%			
FOUNTAIN	Y			100.00%	14.58		
FRISCO	Y	Y		0.00%			
FRUITA	Y			1.40%		Yes	
GLENDALE	Y			0.00%		yes	
GLENWOOD SPRINGS	Y			60.00%	Annual Salary/52*.6=Wkly Cost	1st day accident/ 8th day illness	\$1000 Per Week
GOLDEN	Y		30 Days	100.00%	\$22 per \$10 benefit		\$2,500/week
GRANBY	Y		14 days	100.00%	60%		
GRAND JUNCTION	Y		10 days	100.00%	self funded	75% of salary	448 hours
GREELEY	Y		14 days	100.00%	70% base pay	Yes	10,000
GREENWOOD VILLAGE				0.00%			
GUNNISON				0.00%			
IGNACIO				%			
LAFAYETTE	Y		8 days	0.00%	depends upon the salary/age		60% of weekly salary
LAKEWOOD	Y		2 weeks	100.00%	Self-insured	No	50% of salary
LAMAR				0.00%		yes	
LONGMONT				0.00%			
LOUISVILLE	Y		0	100.00%	advice to pay and self funded	No	67%
LOVELAND	Y		14 consecutive calendar days	70.00%	\$1.82	no	91 days includes elimination
MANITOU SPRINGS				0.00%			
MONTE VISTA				0.00%			
MONTROSE			N/A	0.00%	N/A	N/A	N/A
MOUNTAIN VILLAGE	Y			0.00%			
NORTHGLENN	Y		2 weeks	100.00%	self funded		
OURAY				0.00%			
PARKER				0.00%			
PUEBLO	Y		15 DAYS	0.00%			26 WEEKS
RANGELY	Y		None	100.00%	yes	FPPA	Yes
SEVERANCE	Y		7	100.00%	0.00	Yes	

STEAMBOAT SPRINGS	Y		14 days	100.00%	.56 times covered payroll	60%	\$750/week
STERLING	Y		15 days/10 working days	100.00%	salary/52weeks/70%/10xrate of pay		70%
TELLURIDE				0.00%			
THORNTON	Y		30 calendar days	100.00%	salary continuation	50%	N/A
TIMNATH				0.00%			
VAIL	Y		3 days	100.00%		2.6%	
WESTMINSTER	Y		After 14 wks of full pay	100.00%	self-insured	60% of base salary	60% of base salary for a maximum of 12 weeks
WHEAT RIDGE	Y		30 days	100.00%	.014		500/week
WINDSOR	Y		14 days	50.00%		60% of weekly income	\$1000.00 per week
WINTER PARK	Y		14 days	100.00%	Flat \$500 week	no	Flat \$500 week
WOODLAND PARK	Y	Y	31 DAYS	100.00%	.00026950	Mutual of Omaha	4000.00
YUMA				0.00%			

**Colorado Municipal League**  
**Police/Sheriff Sick Leave Summary Report**  
**4/13/2020**

Entity	Hours/ Year	Practices
ALAMOSA	80	Maximum balance of 480 hours. Can convert excess to vacation at 3 days sick to 1 day vacation.
ARVADA	96	SL max 1040 hrs. SL to Vac conversion > 480 hrs, but < 720 hrs of may exchange excess of 480 hrs on the basis of 3 hrs SL for 1 hr Vac, max 24 hrs. > 720 hrs of SL may exchange excess of 720 hrs on the basis of 2 hrs SL for 1 hr Vac, max 40 hrs.
ASPEN	0	Upon term., an emp. would receive 1hr's salary for every 3 hrs. of unused accrued sick leave up to a maximum of 720 hrs.
AURORA	120	More than 720 accumulated hours may be converted to vacation at a rate of 2 sick hours = 1 vac hour. Max conversion is 240 hour payment.
AVON	96	
BASALT	96	Max Accrual 720hrs Sick Leave Buy-Back Max 48hrs at a 3:1 Ration if have not used 24 hrs of sick during the yr and it will not cause sick to fall below 80 hrs of sick.
BLACK HAWK	96	
BLUE RIVER	80	Allowed 160 hours carry over
BRECKENRIDGE	96	Max 480 hours. After 3 years, at separation, can get 3:1 maximum or up to 80 hours paid out.
BRIGHTON	0	
BROOMFIELD	80	No carryover provision. Balance converts at a rate of 100% to annual leave at the end of the year.
BRUSH	96	25% will be paid at retirement: age 65 or over with 10 yrs longevity age 60 or over with 15 yrs longevity age 55 or over with 20 yrs longevity 15 yrs longevity age 55 or over with 20 yrs longevity
BUENA VISTA	104	Follows vacation accrual Cap at 244 hours
CANON CITY	96	Maximum amount is 360
CARBONDALE	96	Cash Conversion Rates For 0-9 years of service: four 8-hour sick days to one 8-hour day of pay. For 10-14 years of service: three 8-hour sick days to one 8-hour day of pay. For 15+ years of service: two 8-hour sick days to one 8-hour day of pay.
CASTLE ROCK	96	Hours are accrued per pay period. Unused sick leave is carried over w/ max accumulation of 480 hours. Any accrual over max accumulation converts at a rate of two hours sick leave for one hour of vacation.
CEDAREIDGE	52	Max accrual 240 hours Wellnes benefits are forfeited at termination.
CHERRY HILLS VILLAGE	40	Extended Sick Leave, if out for more than one week
COLORADO SPRINGS	96	8 hours per month accrual to 1056 hrs;upon retirement will be paid for 1/2 of accrued leave in excess of 480 hrs. As of 1/1/2011, new hires will not get this pay out.
COMMERCE CITY	0	
CORTEZ	96	
CRESTED BUTTE	96	Maximum accrual is 960 hours. No payment for unused sick leave.
CRIPPLE CREEK	96	The maximum amount of sick leave that may be accumulated is 120 days (960 hrs.). Unused sick leave is not compensable, and is not paid out upon seperation of employment.
DELTA	0	
DENVER	144	Maximum accrual of 720 hrs. At year end accrual above 720 hours may be converted to cash or to vacation leave at 1:1 ratio each year
DILLON	120	AFTER 480 HOURS CONVERTS TO VACATION AT 1 HOUR PER 8 HOURS OF SICK TIME
DURANGO	0	Employees keep the sick time they have earned through 2005 (Prior Sick Leave), but do not accrue additional sick leave starting in 2006. Prior sick leave can only be utilized during an FMLA event or to supplement a workers compensation claim.
ENGLEWOOD	0	Use one shift of Personal Leave (for each occurrence)then STD kicks in.
ERIE	78	Max accrual at 480 hours. Extended Sick Leave/Family Sick Leave may only be used for employee and family medical absences over five (5) consecutive working days or the equivalent period (40 hours).Family member is the same as defined by the FMLA.
ESTES PARK	96	Maximum Carryover is 480 hours. Excess leave converted 2/1 to vacation time on anniversary.
FEDERAL HEIGHTS	96	Max accrual of 960. Employee may, upon request, receive pay in lieu of accumulated sick leave in excess of 480 hours.
FIRESTONE	0	
FLORENCE	72	Maximum accrual is 480 hours.
FORT COLLINS	120	
FORT MORGAN	0	N/A
FOUNTAIN	96	Convert three days of Sick Leave hours (equal to number of hours in scheduled work day times three) for one day of vacation (equal to number of hours in scheduled work day). Accrual maximum is 720 hours.
FRISCO	96	Town does NOT buy back any accrued sick leave upon termination. No limit on max carry over from year to year. Maxiumum accumulation is 90 days or 720 hours.
FRUITA	96	Employees may accure a maximum of 2080 hours
GLENDALE	480	All administrative and police employees are eligible to keep up to 480 in their sick banks. Anything over at the end of year can be converted to vacation or paid out.
GLENWOOD SPRINGS	96	An employee who has the max hours will thereafter be compensated in money at current rate or in annual leave, at a rate of one half to one. Upon retirement, employees will be paid at their current rate, for unused accrued sick leave up to 960 hours.
GOLDEN	96	Can carryover up to maximum of 480 hours. Anything over 480 is converted to VantageCare Retirement Plan 3 to 1.
GRANBY	0	converted to PTO in 2010
GRAND JUNCTION	0	
GREELEY	0	
GREENWOOD VILLAGE	96	Max accrual - 720 hrs. Accumulation > 480 hrs may convert excess hrs at a rate of 16 sick leave hrs to 8 vacation hrs. Max of 80 sick leave hrs may be converted to 40 vacation hrs in calendar yr.
GUNNISON	96	If employee chooses Personal Preference Days, sick leave is reduced to 80 hours per year. Maximum accrual is 720 hours.
HAXTUN	48	Employees are given 1/2 (4 hours) day of sick leave per month. Employee may accumulate up to 20 days in sick leave. These hours are not paid in the event employment ends.
HAYDEN	96	If employee accrues over 480, at year end employee is paid at the rate of 8 hours per 24 hour.m After five years of service and upon termination, sick leave may be converted at the same rate. Employees may donate sick time to other employees.
IGNACIO	96	Maximum Accrual amount of 720 hours.
KERSEY	80	
LAFAYETTE	96	After 5 years of service, may buy back 1/3 of unused hours over 480 in bank. The bank is not to exceed 720 hours.
LAKEWOOD	96	earn 8 hrs per month
LAMAR	80	Employees can accrue up to 720 hours - any hours over 720 is forfeited if un-used. Upon termination of employment sick leave is paid up to 240 hours depending on length of service.
LONGMONT	96	Can accrul without limit but contributions to RHS at termination limited to maximum of 960 hours. Earned but unused sick leave at time of termination or retirement in contributed at half value to the employee's Retirement Health Savings account.
LOUISVILLE	0	Included in paid leave bank.
LOVELAND	80	Balance at end of year is banked at 100% up to max of 480 hours. Anything over the max is paid out at 50%. Hours that are not eligible for pay out will be forfeited upon separation from employment.
MANCOS	48	
MANITOU SPRINGS	96	No accrual restrictions, no buy back practise

MEEKER	96	After five years of employment, the employee receives 1/3 of sick time upon termination with the Town.
MONTE VISTA	144	May accrue up to 240 hours. Upon termination the employee is not eligible to receive payment of any sick hours accrued.
MONTROSE	96	Time must be accrued before using. Maximum accrual is 720 hours for full time employees. Maximum accrual is 360 hours for continuous part time employees.
MOUNTAIN VILLAGE	0	
NORTHGLENN	0	
OURAY	96	accrue 1 day/month, with a maximum accrual of 60 days, never paid out
PAGOSA SPRINGS	0	
PALISADE	96	No maximum accrual. Employees are compensated for any unused sick leave when their employment terminates at 55% of employees rate of pay. Medical or dental appointments are not charged against an employees sick leave.
PARACHUTE	96	4.00 hrs. per pay period
PARKER	0	
PUEBLO	120	MAXIMUM ACCRUAL IS 1600 HOURS (200 DAYS) -EMPLOYEES MAY SELL UP TO 80 HOURS FOR 40 HOURS PAY, SUBJECT TO THE ACCRUAL PLAN UNDER WHICH THEY WERE HIRED
RIDGWAY	96	Upon termination after 5 years of continuous employment, 25% of hours up to 125 hours cash out.
ROCKY FORD	80	The maximum accrual is 640 hrs. Accrued sick leave hours in excess of 640 hrs shall be paid to the employee at a rate of one (1) hour for each two (2) hours of excess of sick leave.
SEVERANCE	0	
SILVERTHORNE	0	
SOUTH FORK	96	NONE. NO PAYOUT AT SEPARATION
STEAMBOAT SPRINGS	0	
STERLING	0	Sick leave is included in PTO hours.
TELLURIDE	80	Maximum carryover accrual allowed is 960 hours. After 2 years, 25% of annual accrual can be cashed out. Carryover is not eligible for cashout.
THORNTON	48	Accrue 8 hrs/mo; no conversion or buy back
TIMNATH	48	This is now called Paid Time Off (PTO) and is also capped at 120 hours at the end of the year for carry over.
VAIL	96	no buy back or conversion
WESTMINSTER	0	PTO - General Leave. Employees needing extended illness leave 2 weeks come out of General Leave Bank than maximum of 12 weeks of Major Illness Leave paid at 100% than maximum STD paid at 60%.
WHEAT RIDGE	40	Extended Sick Leave - primarily used for waiting period and to supplement STD - must be absent in excess of 40 hours to use.
WINDSOR	80	To a maximum of 480 hours. After hours have been accrued at the end of a year, employees can forfeit 80 hours of leave for 20 hours of pay.
WINTER PARK	0	
WOODLAND PARK	96	3.69 PER 26 PAY PERIODS. IF EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A 25% PAYOUT OF A MAXIMUM BANK OF 248 HOURS. IF THEY RETIRE AFTER 20 YEARS WITH THE CITY THERE IS A 50% PAYOUT OF A MAXIMUM BANK OF 248 HOURS.
YUMA	0	

**Colorado Municipal League  
Police/Sheriff Vacation Summary Report  
4/13/2020**

### **Section A: Hours Per Year by Years of Service**

Entity		Years of Service																											
	V/P	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	+		
ALAMOSA	V	80	80	80	80	96	96	96	96	108	108	108	108	108	120	120	120	120	120	120	120	120	120	120	120	120	120		
ARVADA	V	112	112	112	112	128	128	128	128	152	152	152	152	152	176	176	176	176	176	176	176	176	176	176	176	176	176		
ASPEN	V	112	112	112	112	128	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
AURORA	V	80	88	112	120	128	136	136	136	136	144	144	144	144	184	184	184	184	184	184	184	184	184	184	184	184	200		
AVON	P	96	96	96	96	144	144	144	144	144	192	192	192	192	192	192	192	192	192	192	192	192	192	192	192	192	192		
BASALT	V	96	96	96	96	120	120	120	120	120	144	144	144	144	160	160	160	160	160	160	160	160	160	160	160	160	160		
BLACK HAWK	V	96	96	96	96	96	120	120	120	120	120	140	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
BLUE RIVER	V	80	80	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
BRECKENRIDGE	V	80	80	80	120	120	160	160	160	160	160	168	176	184	196	200	200	200	200	200	200	200	200	200	200	200	200		
BRIGHTON	P	136	136	136	136	160	160	160	160	160	160	160	184	184	184	184	184	184	184	184	216	216	216	216	216	216	216		
BROOMFIELD	V	112	112	120	120	128	128	136	136	144	144	152	152	160	160	168	168	176	176	184	192	192	192	192	192	200	200		
BRUSH	V	96	96	96	96	96	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144	144			
BUENA VISTA	V	104	104	104	104	130	130	130	130	130	156	156	156	156	156	156	156	156	156	156	156	156	156	156	156	156	156		
CANON CITY	V	96	96	96	96	120	120	120	120	120	144	144	144	144	168	168	168	168	168	168	192	192	192	192	192	192	192		
CARBONDALE	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	168	176	184	192	200	200	200	200	200	200	200	200		
CASTLE ROCK	V	80	80	96	96	96	120	120	120	120	120	136	136	136	136	136	160	160	160	160	176	176	176	176	176	176	176		
CEDAREDGE	V	80	80	80	80	80	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120		
CHERRY HILLS VILLAGE	P	184	184	184	184	208	208	208	208	208	224	224	224	224	248	248	248	248	264	264	264	264	264	264	264	264	264		
COLORADO SPRINGS	V	96	96	96	96	96	112	112	112	112	112	112	136	136	136	136	136	160	160	160	160	160	160	160	160	160	160		
COMMERCE CITY	P	136	136	136	136	167	187	187	187	187	216	216	216	216	216	256	256	256	256	256	256	256	256	256	256	256	256		
CORTEZ	V	80	80	80	80	96	96	96	96	96	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160		
CRESTED BUTTE	V	80	80	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
CRIPPLE CREEK	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
DELTA	V	168	168	168	168	192	192	192	192	192	216	216	216	216	216	240	240	240	240	240	264	264	264	264	264	264	264		
DENVER	V	112	112	112	112	136	136	136	136	136	144	144	144	144	168	168	168	168	168	168	184	184	184	184	184	184	200		
DILLON	V	88	128	128	128	128	136	144	152	160	168	176	184	192	200	208	208	208	208	208	208	208	208	208	208	208	208		
DURANGO	P	184	184	200	200	200	208	208	208	216	216	216	224	224	224	232	232	232	240	240	240	248	248	248	248	248	248		
ENGLEWOOD	V	96	96	96	96	120	120	120	120	120	160	160	160	160	160	160	160	160	160	170	170	170	170	170	170	170	170		
ERIE	P	146	146	187	187	195	203	211	218	226	226	226	226	226	226	226	226	226	226	226	226	226	226	226	226	226	226		
ESTES PARK	V	96	96	96	120	120	120	120	144	144	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168		
FEDERAL HEIGHTS	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
FIRESTONE	P	152	232	232	232	272	272	272	272	312	312	312	312	312	312	312	312	312	312	312	312	312	312	312	312	312	312		
FLORENCE	V	80	80	80	80	80	96	96	96	96	96	120	120	120	120	120	144	144	144	144	168	168	168	168	168	168			
FORT COLLINS	V	120	120	120	128	128	136	136	144	144	160	160	160	168	168	176	176	184	184	184	192	192	192	192	192	192	192		
FORT MORGAN	V	80	80	80	80	80	96	96	96	96	96	120	120	120	120	120	144	144	144	144	168	168	168	168	168	168			
FOUNTAIN	V	84	84	84	84	84	120	120	120	120	120	168	168	168	168	168	168	168	168	168	168	168	168	168	168	168			
FRISCO	V	80	88	96	104	112	120	128	136	144	152	160	168	176	184	192	200	208	216	224	232	240	248	256	264	272	280		
FRUITA	V	96	96	96	120	120	120	120	120	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168	168	168	168		
GLENDALE	V	80	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
GLENWOOD SPRINGS	V	96	96	96	96	96	120	120	120	120	120	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168		
GOLDEN	V	128	128	128	128	152	152	152	152	176	176	176	176	176	200	200	200	200	200	200	200	200	200	200	200	200	200		
GRANBY	P	176	176	176	176	176	200	200	200	200	224	224	224	224	224	240	240	240	240	240	240	240	240	240	240	240	240		
GRAND JUNCTION	P	248	248	248	248	248	272	272	272	272	272	296	296	296	296	296	320	320	320	320	320	320	320	320	320	320	320		
GREELEY	P	160	160	176	176	176	200	200	200	200	200	223	223	223	223	241	241	241	241	241	241	241	249	249	249	249	249		
GREENWOOD VILLAGE	V	96	96	96	96	96	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
GUNNISON	V	120	120	120	120	120	136	136	136	136	136	160	160	160	160	160	200	200	200	200	200	216	216	216	216	216	216		
HAXTUN	V	40	80	80	80	80	88	96	104	112	120	120	120	120	120	144	144	144	144	160	160	160	160	160	160	160	160		
HAYDEN	V	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
IGNACIO	V	96	96	96	96	96	144	144	144	144	144	192	192	192	192	192	192	192	192	192	192	192	192	192	192	192			
KERSEY	V	96	96	96	96	96	120	120	120	120	120	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168		
LAFAYETTE	V	80	80	104	112	120	128	136	144	152	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160		
LAKEWOOD	V	96	96	96	96	120	120	120	120	120	135	135	135	135	135	144	144	144	144	144	160	160	160	160	160	160	160		
LAMAR	V	80	88	88	96	96	104	104	112	112	120	120	120	128	128	128	136	136	136	144	144	144	152	152	152	160	160		
LONGMONT	P	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	168	168	168	168	168	168	168		
LOUISVILLE	P	216	216	216	232	232	256	256	256	256	271	271	271	271	271	296	296	296	296	296	296	296	296	296	296	296	296		



RIDGWAY	V	40	80	80	80	120	120	120	120	120	160	160	160	160	160	200	200	200	200	200	240	240	240	240	240	240
ROCKY FORD	V	80	80	80	80	80	80	80	80	80	120	120	120	120	120	120	120	120	120	120	160	160	160	160	160	160
SEVERANCE	P	128	128	128	144	144	144	168	168	168	168	168	168	168	168	208	208	208	208	208	208	208	208	208	208	208
SILVERTHORNE	P	176	176	176	176	216	216	216	216	216	256	256	256	256	256	264	272	280	288	296	296	296	296	296	296	296
SOUTH FORK	V	72	84	84	84	96	96	108	108	108	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120	120
STEAMBOAT SPRINGS	P	176	176	176	176	200	200	200	200	200	224	224	224	224	224	240	240	240	240	240	240	240	240	240	240	240
STERLING	P	211	211	211	211	237	237	237	237	237	262	262	262	262	262	262	262	262	262	262	328	328	328	328	328	328
TELLURIDE	P	104	104	128	184	184	192	192	192	192	240	240	240	240	240	240	256	256	256	256	256	280	280	280	280	280
THORNTON	V	96	96	96	96	96	120	120	120	120	120	144	144	144	144	144	168	168	168	168	168	192	192	192	192	192
TIMNATH	V	80	80	120	128	136	144	152	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
VAIL	V	168	168	168	208	208	208	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248	248
WESTMINSTER	V	126	126	126	126	150	150	150	150	150	174	174	174	174	174	198	198	198	198	198	222	222	222	222	222	222
WHEAT RIDGE	P	160	160	160	160	160	184	184	184	184	184	208	208	208	208	208	232	232	232	232	232	232	232	232	232	232
WINDSOR	V	80	80	80	80	80	120	120	120	120	120	160	160	160	160	160	160	160	160	160	160	160	160	160	160	160
WINTER PARK	P	144	168	168	168	192	192	192	192	192	216	216	216	216	216	240	240	240	240	240	264	264	264	264	264	264
WOODLAND PARK	V	80	80	96	96	96	120	120	120	120	144	144	144	144	144	144	160	160	160	160	160	160	160	160	160	160
YUMA	V	40	80	80	80	88	88	88	96	96	96	104	104	104	112	112	112	120	120	120	128	128	128	136	136	144

## Section B: Vacation Practices

Entity	Practices
ALAMOSA	Maximum balance of 260 hours.
ARVADA	
ASPEN	Emp. are eligible for vacation leave with pay after 6 consecutive mths. Emp. can cash-in up to 40 hrs. per calendar yr. Police are credited with 72 hrs. of additional vacation in lieu of holidays worked and accumulate vacation leave of max. of 464
AURORA	Max accrual amount is 260.
AVON	
BASALT	0-5 yrs Max Carry Over 160 hrs per year 5-10 yrs Max Carry Over 180 hrs per year 10-15 yrs Max Carry Over 200 hrs per year 15+ yrs Max Carry Over 220 hrs per year
BLACK HAWK	
BLUE RIVER	160 hours/year may be carried over. Anything over is paid down to approved carry over
BRECKENRIDGE	Employees are encouraged to use leave in excess of 240 hours/year; hours in excess will carry over. The Town offers no buy back of unused hours.
BRIGHTON	We have a leave donation policy for employees undergoing STD who haven't the 80hours of leave accrued for the policy to kick in.
BROOMFIELD	Accrued by pay period based on years of service. There is no conversion or buy-back provision. Carryover no more than 320 hours to the next calendar year (Forfeit un-used leave).
BRUSH	up to 192 hours accrued until five years, or 288 hours after five years will be paid at resignation or retirement
BUENA VISTA	
CANON CITY	The maxium amount for 96 = 192 Hours The maxium amount for 120 = 240 Hours The maxium amount for 144 = 288 Hours The maxium amount for 168 = 336 Hours The maxium amount for 192 = 384 Hours
CARBONDALE	Employee can carry over up to 120 hours of vacation per year.
CASTLE ROCK	Accrued by pay period based on years of service. There is no conversion or buy-back provision. Any vacation accrual at year-end that exceeds two times the annual accrual will be forfeited.
CEDAREdge	Accrual Employees < 5 years to continuous employment = 120 hours max accrual Employees with > 5 years of continuous employment = 180 hours max accrual
CENTRAL CITY	Part time employees accrue at a pro rated basis (3/5) and upon termination of employment employee is paid for all vacation hours in bank. all of the above also applies to police and fire.
CHERRY HILLS VILLAGE	PTO: Up to 160 hours may be carried over year-to-year. Hours above 160 are cashed out at year-end at a rate of 50%.
COLORADO SPRINGS	May carry over annual entitlement plus 40 hours. Pay for all unused accrued vacation at separation of employment.
COMMERCE CITY	No accrual; granted to employees January 1. No carry-over. Year-end cash-out allowed based on years of service: 1-4 yrs = 30 hrs; 5-9 yrs = 40 hrs; 10-14 yrs = 50 hrs; 15+ yrs = 60 hrs
CORTEZ	Police are as follows: 1-5yrs is 152 hrs; 5-10yrs is 168 hrs; 10-15yrs is 192; and 15+ is 232 hrs. (Difference in accrual is based on no Holidays.) 240 hours maximum accrual for non police. 384 hours maximum accrual for police.
CRESTED BUTTE	May carry over up to 120 hours into new year. Accrued hours paid out at termination.
CRIPPLE CREEK	Employees are allowed to carry up to 240 hours (6 weeks) of vacation time.Emps going over may get option of receiving pay for these hours or taking the time off.Emps can also sell their vacation time with supe approval; and paid upon separation.
DACONO	Accrued vacation time paid upon termination of employment. 160 maximum hours carried over each year.
DELTA	Will receive payment on any unused accrued paid time off at the current rate of pay at time of separation from employment.
DENVER	Maximum accrual of 144 hrs; no conversion policy (no annual payouts); paid 100% cash upon termination ( unless it is for cause).
DILLON	
DURANGO	Maximum accrual to carryover is two times the accrual rate in effect for the employee based on years of service. Once the limit is reached the accrual stops until leave is used. Beginning in 2016, accrual rate is the same for EX and NE.
ENGLEWOOD	0-4 yrs of Service accrual = 3.69 hrs/pay period; 5-9 yrs accrual = 4.62 hrs/pay period; 10-19 yrs accrual = 6.15 hrs/pay period; 20+ yrs = 6.54 hrs/pay period. Earning limit = 2x annual earnings No buy back practices
ERIE	Max accrual at 1.5 times annual rate at any time. No conversion or buy back allowed.
ESTES PARK	Maximum Carryovers on anniversary dates: 0-3=168 hours, 4-7=192 hours, 8-15=240 hours, 16+ = 312 hours
FEDERAL HEIGHTS	Max accrual at 480. Hours in excess of 320 may be paid out by the City at the employee's request.
FIRESTONE	Employees who separate from Town employment shall be paid for the unused balance of their accrued PTO leave.
FLORENCE	Carry over what is accrued in one year.
FORT COLLINS	
FORT LUPTON	Accured per pay period based on years of service. There is no conversion or buy-back provision. Accrual max of 240 hours (forfeit future accruals until used).
FORT MORGAN	Can carry over one-half the annual amount year to year.
FOUNTAIN	
FRISCO	Town buys back 100% of accrued vacation upon termination after 6 months of employment. 280 hours max carry over from year to year. 280 hours maximum accumulation.
FRUITA	Employees may carry over a maximum of one year of their annual leave.
GEORGETOWN	EMPLOYEE MAY ACCRUE UP TO 1 1/2 TIMES HIS/HER ANNUAL LEAVE TIME. AT TIME OF SEPARATION EMPLOYEE MAY BE PAID FOR ANY ACCRUED TIME UP TO 1 1/2 TIMES THEIR ANNUAL ACCRUAL RATE.
GLENDALE	0-5 years of service employee receives 2 weeks/yr 5-10 years of service employee receives 3 weeks/yr 10-15 years of service employee receives 4 weeks/yr, No buy back or conversion policy.
GLENWOOD SPRINGS	None
GOLDEN	Based on maximum accrual schedule. No buy back or conversion.
GRANBY	Changed to PTO in 2010 maximum accrual of hours 1-5 400 hours 6-10 448 hours 11-15 480 hours 16 up 520 hours
GRAND JUNCTION	Buy back - 1 hour paid for every 2 hours, max 240 hours Max Accrual - 2 x annual Pay out at separation varies by years of service
GREELEY	We have hard cap of 300 hours, 320 for those over 15 years of service. If you have used 40 hours in past 12 months, and have a balance of 80, then you

	can sell back up to 40 hours 1 time a year.
GREEN MOUNTAIN FALLS	
GREENWOOD VILLAGE	Maximum accrual of 320 hours.
GUNNISON	Can accrue up to 1.5 times the accumulation in the last twelve months.
HAXTUN	At end of employment, employer buys back unused vacation time at the employees hourly rate
HAYDEN	If an employee accrues over 240, accrual is suspended. At year end, employees are paid down to 240 hours
HOTCHKISS	EMPLOYEE MAY CARRY OVER 40 HOURS PER YEAR.
IGNACIO	Maximum Accrual for Vacation is 192 hours. Balance is paid in full to employee upon departure from employment.
KERSEY	
LAFAYETTE	Carry-over up to 200 hours per year. No buy back for vacation time.
LAKEWOOD	
LAMAR	Employees can accrue up to 20 days plus current years vacation. Forfeit any un-used vacation over allotted amount There is no conversion.
LASALLE	None
LAVETA	
LONE TREE	
LONGMONT	Can accrue up to maximums based on years of service. Earned but unused vacation is paid at full value at time of termination or retirement.
LOUISVILLE	Leave bank includes vacation, sick & holidays. May bank up to 1.5 times accrual rate. Paid out at 100% upon separation from the City.
LOVELAND	Maximum accrual for exempt employees is 480 hours no matter how many years of service.
MANCOS	After one year of employment is completed vacation time is paid out when employee seperates.
MANITOU SPRINGS	Beginning 01/2007, max carry over is amount employee can acru in one year and excess is use or lose by 12/31 of each year
MEEKER	Employees may also earn compensatory time which is paid if not used with a certain time frame (depends on the department).
MONTE VISTA	Full time employees may accrue & carry over vacation time in an amount not to exceed their yearly amount. Any leave accrued in excess & not used by end of year, shall be forfeited.
MONTROSE	Maximum accrual/year = 200 hours for full time employees. Maximum accrual/year i= 100 hours for continuous part time employees.
MOUNTAIN VILLAGE	ACRUED BY HOUR BASED ON YEARS OF SERVICE
NEW CASTLE	
NORTHGLENN	Accrued by pay period. Employee can cash in 80 hours for 50% cash value one time per year.
OURAY	
PAGOSA SPRINGS	You can accrue and carry over a maximum of 248 hours anything above that is use or lose
PALISADE	Maximum accrual 160 hrs for employees with less than 10yrs of service. 240 hrs for employees with more than 10 yrs of service.
PARACHUTE	3.33 hrs. per pay period first 3 years 4.00 hrs. per pay period next 4-6 years 5.00 hrs. per pay period next 7-10 years 6.00 hrs. per pay period next 11-15 years 7.00 hrs. per pay period 15+
PARKER	
PLATTEVILLE	
PUEBLO	MAXIMUM ACCRUAL IS TWICE THE ANNUAL ACCRUAL. OFFICER MAY SELL UP TO TEN WORKING SHIFTS ANNUALLY.
RIDGWAY	
ROCKY FORD	The employee may carry up to a maximum of 40 days from the last day of March to the first of April each year. The employee will forfeit vacation leave in excess of this amount without compensation.
SEVERANCE	
SILVERTHORNE	Employees may cash in up to 80 hours 1 time/year with Town Mgr approval, based on available budget, provided employee maintains at least 80 hours on the books.
SOUTH FORK	100% PAYOUT AT SEPARATION
STEAMBOAT SPRINGS	One -time buy back of up to 160 hours a .5 value for employees with accrual balances in excess of 120 hours
STERLING	Accrued by per period based on years of service, pay period is bi-weekly. The maximum accrual is 327 hours.
TELLURIDE	Maximum accrual allowed is 240 hours
THORNTON	0-5 yrs accrue 8 hrs/mo; 6 - 10 yrs accrue 10 hrs/mo; 11 - 15 yrs accrue 12 hrs/mo; 16 - 20 accrue 14 hrs/mo; over 20 yrs accrue 16 hrs/mo No conversion/buy back option. Unused vac to 240 hrs max paid out upon termination.
TIMNATH	End of the year is capped at 120 hours for carryover. You can accrue more than that during the year, but you must use vacation so that only 120 hours will carry over at the end of the year.
TRINIDAD	Years 26-30 accrual increases by 1 day per year to max of 200 hours. Buy back may be requested in writing. Must be authorized by Dept. Head and City Manager
VAIL	no conversion or buy back provisions. Max carry-over 320 hrs/yr
WALSENBURG	Vacation can be taken in a maximum of two weeks at any one time.
WESTMINSTER	General Leave Accrual: <5 = 5.45 PER PAY PERIOD 5 - 10 = 6.37 PER PAY PERIOD Below accrual only applies to employees hired before 6/302010.: 10 - 15 = 7.29 PER PAY PERIOD 15 - 20 = 8.21 PER PAY PERIOD OVER 20 = 9.13 PER PAY PERIOD
WHEAT RIDGE	May receive payment in exchange for accrued PTO leave for hours in excess of 120, up to a maximum of 120 hours at an exchange rate of 1.5 for 1, (e.g. 120 hours = 80 hours payment).
WINDSOR	
WINTER PARK	Accrued per paycheck. Maximum carry-over defined by years of service.
WOODLAND PARK	ACCRUALS ARE PER 26 PAY PERIOD. THERE IS A MAXIMUM BANK OF 192 VACATION HOURS. WHEN AN EMPLOYEE LEAVES CITY EMPLOYMENT THERE IS A PAYOUT OF THEIR ACCRUED MAXIMUM VACATION BANK.
YUMA	All Leave Time, Typical as shown in General and Management Employees

**Colorado Municipal League  
Police/Sheriff Vision Benefits Premium Summary Report  
4/13/2020**

SEVERANCE	\$10.00	\$10.00	100.00%	\$14.00	\$14.00	100.00%	\$13.00	\$13.00	100.00%	\$24.00	\$24.00	100.00%
SOUTH FORK	\$7.52	\$7.52	100.00%	\$15.07	\$0.00	0.00%	\$12.76	\$0.00	0.00%	\$21.03	\$0.00	0.00%
STERLING	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
THORNTON	\$8.60	\$4.30	50.00%	\$0.00	\$0.00	0.00%	\$14.61	\$4.31	29.50%	\$26.10	\$4.30	16.48%
TIMNATH	\$9.66	\$9.66	100.00%	\$14.16	\$0.00	0.00%	\$12.56	\$0.00	0.00%	\$24.22	\$0.00	0.00%
WESTMINSTER	\$12.26	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$22.94	\$0.00	0.00%	\$33.67	\$0.00	0.00%
WHEAT RIDGE	\$7.46	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$14.13	\$0.00	0.00%	\$20.72	\$0.00	0.00%
WINDSOR	\$12.88	\$6.44	50.00%	\$18.67	\$9.34	50.03%	\$18.67	\$9.34	50.03%	\$33.48	\$16.74	50.00%
WINTER PARK	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
WOODLAND PARK	\$7.54	\$7.54	100.00%	\$12.07	\$9.05	74.98%	\$12.32	\$9.24	75.00%	\$19.87	\$14.90	74.99%
YUMA	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%

**Colorado Municipal League**  
**Police/Sheriff Vision Benefits Summary Report**  
**4/13/2020**

Entity	Ins	Types	Incl w/ Health	Plan Used by Most Employees		
				Plan	%	Provider
ALAMOSA	N				0%	
ARVADA	Y	PPO	N/A	PPO	80%	VSP
AURORA	N		N/A		0%	
AVON	Y	Self	Dental		100%	CNIC Health Solutions (TPA)
BASALT	Y	PPO	N/A	Vision Plan B	78%	VSP - CEBT
BRECKENRIDGE	Y	PPO	N/A		65%	VSP Vision Care
BRIGHTON	Y	PPO	N/A	Single	90%	VSP
BROOMFIELD	Y	INDEM	N/A	Indemnity	17%	VSP
BRUSH	Y		N/A		100%	Employers Vision Trust
CANON CITY	Y	Self	Health	One plan	100%	Self Insured / Meritain
CASTLE ROCK	Y		N/A		0%	EyeMed Vision Care
CEDAREDGE	Y	PPO	Dental	PPO	71%	Principal Financial Group
CHERRY HILLS VILLAGE	N				0%	
COLORADO SPRINGS	Y	Fully Insured	N/A	VSP	0%	Vision Service Plan (VSP)
COMMERCE CITY	Y	PPO	N/A	PPO	60%	Vision Services Plan
CRESTED BUTTE	Y	POS			100%	CEBT
CRIPPLE CREEK	Y	PPO	N/A	PPO	100%	MetLife
DELTA	Y	PPO	N/A		100%	Vision Service Plan
DENVER	Y	HMO	Health	Anthem Vision	50%	Anthem Vision
DURANGO	Y	PPO	N/A		99%	VSP
ERIE	Y		N/A	VSP	96%	Vision Service Plan
ESTES PARK	Y	POS	N/A	POS	96%	VSP
FEDERAL HEIGHTS	Y	HMO	N/A	VSP	0%	VSP
FIRESTONE	Y	POS	N/A	VSP	68%	Vision Service Plan
FLORENCE	Y	PPO,EPO	Health	PPO	88%	CEBT/Pacificare
FORT COLLINS	Y	POS,Full Insured	N/A	POS	70%	Vision Service Plan
FORT LUPTON	Y		N/A		0%	Humana
FORT MORGAN	N				0%	
FOUNTAIN	Y	INDEM	N/A		0%	VFT
FRISCO	Y	Self	Both		90%	VSP
FRUITA	Y	PPO	N/A	Vision Choice Plan	35%	VSP
GLENDALE	Y	Self	Both	Self Insurance via EBMS	100%	VSP
GLENWOOD SPRINGS	Y	PPO	N/A	Only Offer One Plan	49%	VSP
GOLDEN	Y	Voluntary Vision Plan	N/A		54%	EyeMed
GRAND JUNCTION	Y	Self	N/A	Only one option	34%	VSP Vision Benefit
GREELEY	Y	PPO	N/A	PPO	86%	VSP
GREENWOOD VILLAGE	Y		N/A		0%	Eye Med
GUNNISON	Y	PPO	Health	PPO 3	58%	CEBT
IGNACIO	Y	PPO	N/A		100%	CEBT
LAFAYETTE	Y	PPO	N/A	PPO	53%	VSP
LAKEWOOD	Y	HMO	N/A	Vision Service Plan	96%	Vision Service Plan
LAMAR	Y	PPO	Health		70%	VSP/CHP
LONGMONT	Y	POS,Vision Services Plan	N/A	Only offer VSP coverages	99%	Vision Services Plan
LOUISVILLE	Y	PPO	N/A	PPO	90%	Vision Service Plan
LOVELAND	Y	PPO, Vision Services Plan VSP	N/A		65%	Vision Services Plan VSP
MANITOU SPRINGS	Y	PPO	N/A	VSP Signature Plan	45%	VSP
MEEKER	Y	HMO,PPO	Health	All same plan	100%	VSP
MONTE VISTA	Y	Partially Self Funded	N/A	Partially Self Funded	85%	EBMS/Mountain States Administration
MONTROSE	Y	PPO	N/A	PPO	99%	VSP
MOUNTAIN VILLAGE	Y		Health	CEBT/ UMR	100%	CEBT-CNIC
NORTHGLENN	N				0%	
OURAY	Y		N/A		100%	VSP
PARACHUTE	Y	PPO	Health	Vision Service Plan	100%	Vision Service Plan
PARKER	N				0%	
PUEBLO	Y		N/A		44%	Anthem Blue Vision
RIDGWAY	Y	PPO	Health	PPO	100%	

SEVERANCE	Y		N/A		100%	VSP
SOUTH FORK	Y	PPO	N/A	PPO	100%	Met Life
STERLING	N				0%	
THORNTON	Y	PPO	N/A	PPO	83%	Vision Service Plan
TIMNATH	Y	PPO	Health	PPO	70%	United Healthcare Vision
WESTMINSTER	Y	PPO, Fully funded	N/A	Only one choice - VSP	55%	VSP
WHEAT RIDGE	Y	PPO	N/A	PPO	46%	Eye Med
WINDSOR	Y	INDEM	N/A	Indemnity	100%	VSP
WINTER PARK	N				0%	
WOODLAND PARK	Y	PPO	N/A	PPO	96%	VSP
YUMA	N				0%	

# Colorado Municipal League

## Practice Comparison Report

### 4/13/2020

Alternative Work Schedules	
Entity	Narrative
AURORA, CO	This is available at the discretion of the Department. The most common alternative schedules are 9-80 or 4-10.
BENNETT, CO	Flexible, 4/10's, remote options to work from home.
BLACK HAWK, CO	4/10's flextime 48 hour shift for fire
BROOMFIELD, CO	Yes. Varies by department and is subject to department head approval. Allow (4) 10s, (5) 8s for non-sworn employees. Sworn employees in Detention Center work 12 hour days.
CHERRY HILLS VILLAGE, CO	0. Flex time, 4 10's, 4 9's + half day, alternating 4 10's and 5 8's, stretch pay (up to 4 weeks without pay during year, but pay stretched throughout year)
FRISCO, CO	\$0.00. We offer flex schedules for exempt employees as long as they satisfy a minimum of 40 hours per week. Some work 9 hour days, some work ten hour days. We also allow employees to work from home on occasion.
LOUISVILLE, CO	Department Directors may authorize alternative work schedules for employees while considering the needs of the City.
LOUISVILLE, CO	Department Directors can authorize alternative work schedules based on type of position, work habits and productivity of the employee, and time in position.
MOUNTAIN VILLAGE, CO	4/10's
SNOWMASS VILLAGE, CO	When requested/allowed. Available to all employees and must be approved by department head
STEAMBOAT SPRINGS, CO	36 hours. The City is now only open four days a week from 8:30AM to 5:30 PM Non-exempt employees Except Police and Fire are working 36 hours (reduction of 10%) Exempt employees accepted a 10% pay cut
SUPERIOR, CO	None, Staggered Hours Core Hours Variable Day Mid Day Flextime Four Tens Summer Hours Telecommuting
WOODLAND PARK, CO	9/80's are offered for administrative personnel

COLA Adjustments	
Entity	Narrative
BROOMFIELD, CO	No COLA. Broomfield provides some market adjustments but does not provide COLA
CANON CITY, CO	none for CY2015
CRIPPLE CREEK, CO	2016 2.0% 2017 2.8% 2018 3.1% 2019 3.0% 2020 1.75%
GREEN MOUNTAIN FALLS, CO	will be entered shortly.
IGNACIO, CO	Depending on budget. 2.0% in 2014
KERSEY, CO	COLA per state standards
NEW CASTLE, CO	2% at discretion of Town Council
SALIDA, CO	2.7 percent for 2020 4 percent for 2019 3 percent for 2018 3 percent for 2017 1 percent for 2016 3 percent for 2015

Day Care	
Entity	Narrative
MOUNTAIN VILLAGE, CO	on site (public) daycare discount for employees

Domestic Partner/Adult Designee	
Entity	Narrative
BLACK HAWK, CO	Domestic Partners Dependent Parent Dependent grandchildren living in home Civil Union Partners
BRECKENRIDGE, CO	The Town recognizes same-sex and opposite-sex domestic partnerships. All benefits are paid on a post-tax basis unless the same-sex couple was married in a state recognizing same-sex marriages - in this case benefits are paid pre-tax.
BRIGHTON, CO	Yes, we offer this benefit
BROOMFIELD, CO	Yes.
COMMERCE CITY, CO	We allow coverage for domestic partners but not adult designees.
EVANS, CO	Eligible. We offer domestic partner insurance benefits (medical, dental, vision, life)
FRISCO, CO	\$0.00. We offer domestic partner benefits under our health plan. We do not offer adult designee benefits.
GRAND JUNCTION, CO	Yes per Colorado State Law
LAFAYETTE, CO	Domestic Partner but not Adult Designee
LOVELAND, CO	Yes, for domestic partners
NORTHGLENN, CO	Allows for Domestic Partner (health & dental)
SUMMIT COUNTY, CO	We do allow Domestic Partner's on our health insurance plan. Affidavit required

Educational Assistance	
Entity	Narrative
ALAMOSA, CO	Varies. City pays for job-specific training needed to maintain knowledge/skills. Also tuition reimbursement up to \$750 per year after completion with C or better.
ARVADA, CO	2,000 per year. Tuition Reimbursement
ASPEN, CO	varies. Certain trng. or cont. educ. may be reimbursed at discretion of Dept. Head.
AVON, CO	Employees may used funds allocated within their training budget for tuition assistance as long as it is directly related to essential functons.
BERTHOUD, CO	Will pay for seminars, and special course and licenses that are required for the job. Will pay for meals while the employee attends the seminar during typical business hours.
BRECKENRIDGE, CO	Tuition Reimbursement is available for manager-ATM approved courses, when it is job related, and funding exists.
BRIGHTON, CO	\$1,250/year. Eligible after probationary period of 6 months. Must be job related.
BROOMFIELD, CO	As budgeted. Employees may request educational assistance if the program is job-related or a job-related degree program. Employee pays up front and is reimbursed (Must receive a C/Pass or higher)/for tuition, fees and books.
BRUSH, CO	\$1,000.00 per year. After one year of employment, regular full-time employees, in good standing, shall be eligible for job-related educational reimbursement.
CANON CITY, CO	\$3000.00 is the max available for all requests to be divided equally. Paid as follows: 45% Spring, 10% Summer, 45% Fall Must maintain (Grade C or better). 100% is paid of tuition cost but the available amount will be divided equally.
CHERRY HILLS VILLAGE, CO	90% up to \$10,000 per year. Reimbursement of up to 90% for tuition and books for qualified employees, up to \$10,000 per year
COMMERCE CITY, CO	\$1000 per year. Tuition Reimbursement program. Must successfully complete coursework.
CRIPPLE CREEK, CO	Annual maximum \$5,000 Lifetime maximum \$20,000
DURANGO, CO	Varies. Employees are reimbursed for college courses based on budget restrictions & number of requests. Must be job-related.
ENGLEWOOD, CO	After 1 year of continuous benefits eligible service, eligible for up to \$2000 reimbursement for job related degree. Covers tuition, books, mandatory fees.
ESTES PARK, CO	Varies. Coursework must be job related. Must complete a "C" or better. Graduate courses "B" or better.
EVANS, CO	Up to \$2,500 per year. FT employees may request approval to attend formal education classes that will mutually benefit the City and the employee. To receive reimbursement, the employee must complete the class with a grade of "C" or better. Approval based on available budget.
FIRESTONE, CO	not offered for degreed programs
FORT COLLINS, CO	Varies. Pre-approval for reimbursement from dept head before beginning the course. Provide certified transcript or other documentation of grade "C" or above or "Pass" - must have satisfactorily completed the course.
FORT LUPTON, CO	As budgeted. Employees must be full-time and employeeed for more then one year prior to requesting.
FRISCO, CO	\$0.00. We provide no interest educational loans to our employees up to a maximum of \$5000. It is repaid each pay period through a payroll deduction.
GEORGETOWN, CO	varies. When budget allows and where the education gained will be of direct benefit to the performance of the employee's current job. Tuition assistance to be approved by Board of Selectmen prior to registration.

GLENDALE, CO	\$2500 available for higher education related to employee position.
GLENWOOD SPRINGS, CO	\$1,500/year. Reimbursement is contingent upon satisfactory completion of the program with a passing grade of C or better.
GOLDEN, CO	Up to \$3000 per year for tuition assistance to Full-Time employees courses/degrees related to any job within the City.
GREELEY, CO	\$2,000. Employees request assistance prior to classes commencing. After successful completion, would get up to \$2,000 annually of tuition only. \$10,000 lifetime.
GYPSTUM, CO	The Town may in its discretion pay the fees and costs of education and training programs that are specifically required by the Town.
HAYDEN, CO	100%. Employer pays 100% of cost for employees to obtain licenses or certifications to enhance job knowledge.
LAFAYETTE, CO	from 50% to 100% of tuition. Depending upon the needs of the department and budget limitations
LAKEWOOD, CO	up to amount allowed by IRS.
LAMAR, CO	\$250. The City may reimburse an employee up to a max of \$250 per semester for classes
LONE TREE, CO	\$2,500.00. Tuition reimbursement program
LONGMONT, CO	\$2000.00/yr. Prorated for part time employees, pays for tuition & fees only
LOUISVILLE, CO	Up to 3 courses per year, up to \$150 per credit hour, reimbursement of fees of up to \$150 per course, reimbursement of books up to \$100 per course, and reimbursement of lab fees up to \$100 per course. Must have been an employee for 12 months.
LOVELAND, CO	City pays 100% up to an annual max of \$1,500 (\$10,000 lifetime max) of tuition and/or lab costs. Courses must be taken at an accredited institution, are job related, pertain to city govt. or possible future City jobs. At time of application, employee must have been employed for 12 mo. with satisfactory performance evals w/in the prev. 6 mo. Employee must submit application to HR a minimum of 1 week before course begins. Must receive a grade of "C" or better (2.0 on a 4.0 scale). Courses w/o grade requirements a certification of successful completion is required. If employment ends before 1 year has elapsed after completion and reimbursement of tuition/lab costs, the employee will be required to repay 100% of reimbursements paid for courses completed during the previous 12 months. If reduction-in-force occurs, the employee will not be required to reimburse funds paid and allocated monies will be paid out for courses the employee began prior to the reduction-in-force date as long as all other criteria have been met.
MONTROSE, CO	Reimbursement up to \$2000 per year.
MONUMENT, CO	Town reimburses up to \$1,000 per year per employee if they are studying in a related field and keeps at least a C average
NEW CASTLE, CO	If funds are available, the Town will pay up to 50% of the course's cost.
NORTHGLENN, CO	none
NORTHGLENN, CO	\$1500 annually per employee
PARKER, CO	\$1,800/yr. Not eligible until completion of 1 yr of employment. Must be job related. Does not cover books or materials.
PUEBLO, CO	80% / 75%. General services and management receive 80%, Police and fire receive 75% reimbursement for tuition, fees and books at a max of 12 credit hours per year. Employee pays fees up front and is reimbursed for grades of "C" or better.
RANGELY, CO	\$500.00. Will reimburse for further education tuition and books.
ROCKY FORD, CO	1000. Reimbursement Program. Proof of satisfactory completion of the coursework is required.
STERLING, CO	Educational assistance is available up to \$500 per semester for one class. Maximum total of \$1500 per year.
WESTMINSTER, CO	Max of \$1,500 per year @ 50% of total tuition and fees.. Tuition assistance is not meant to fund an employee's entire education, but to assist employees in furthering their education.
WHEAT RIDGE, CO	\$2000. Maximum per year reimbursement
WINDSOR, CO	1000.00 per year
WINTER PARK, CO	Offer payment of membership fees for certification organizations, continuing education reimbursement, and tuition costs for obtaining a degree or advanced degree related to the employee's job functions

Employee Assistance Program	
Entity	Narrative
ALAMOSA, CO	Free legal, financial, and counseling service to all employees PT & FT.
ARVADA, CO	5 visits per year. Administered by ComPsych
ASPEN, CO	5 Visits. Each employee & immediate family members are allowed 5 free visits per year.
AURORA, CO	EAP provides short-term, confidential counseling, up to 6 face to face sessions per concern, for employee and household members at no out-of-pocket expense.
AVON, CO	The Town pays for 3 visits per year for each employee and their spouse and/or children.
BASALT, CO	TRIAD Employee Assistance Program
BENNETT, CO	Profile EAP
BLACK HAWK, CO	No cost. Counselors are available to talk on the 24-hour telephone hotline. Up to 4 face-to-face or telephone counseling sessions are available per family member per incident per year at no cost.
BRECKENRIDGE, CO	Our Employee Assistance Program is administered through Mutual of Omaha and is available for all employees and their immediate family members
BRIGHTON, CO	We have Anthem. Employee and immediate family are able to use it.
BROOMFIELD, CO	6 visits per year per issue. Administered by Anthem EAP for employee and household members.
CANON CITY, CO	Free of charge to employees / upto 3 visits per employee per year
CEDAREDGE, CO	3 Free Counseling sessions yearly.
CHERRY HILLS VILLAGE, CO	3 Visits. Up to 3 in-person visits per year per person per subject, plus other services
COMMERCE CITY, CO	No cost to employees. Eight confidential counseling sessions available for employees and family members.
CRIPPLE CREEK, CO	\$39.12 per employee per year. Each employee is allowed 6 counseling sessions per problem per year. Legal and Financial also included.
DELTA, CO	4 hours/employee/year. City pays for 4 hours annually per employee for counseling on any need the employee would have, i.e. family, habits, etc.
DURANGO, CO	\$3.25 per full time benefited employee. Counseling service free to employees and family members, limited to 8 sessions per calendar year.
ENGLEWOOD, CO	100% covered by employer. All benefits eligible employees have access to an EAP - 4 free sessions.
ERIE, CO	5.89 per employee per month. EAP provided five visits per employee per year
ESTES PARK, CO	4.57 per person. 5 free visits per year.
EVANS, CO	Free. An EAP is available for employees. 24-hour telephone access; plus up to 6 in-person counseling sessions per person per situation per calendar year.
FEDERAL HEIGHTS, CO	4 sessions per issue. Administered by Anthem
FIRESTONE, CO	Employer paid EAP program with Mines & Associates
FORT COLLINS, CO	Free to Employees. 8 free confidential visits per person per problem per year, legal consultation, financial counseling, brown-bag training sessions
FORT MORGAN, CO	Included with Life Insurance premium. Resources and Counseling available 24/365
FRISCO, CO	\$2.71. The fee is per employee per month.
GLENDALE, CO	Available through benefits program
GLENWOOD SPRINGS, CO	6 Visits per occurrence. Counseling services. Employee can receive up to six visits per occurrence. We also offer employees/family members financial counseling.
GOLDEN, CO	2.19 ppm. 3 session model
GRAND JUNCTION, CO	6 visits per year. Each family member can use up to 6 visits.
GYPSTUM, CO	3 free visits
LAMAR, CO	4 - 1 hour counseling session for employee or employee family member - no cost to employee or member for the 4 visits
LONGMONT, CO	6 visits per year at no cost
LOUISVILLE, CO	2.25 per month per employee. Paid 100% by the employer. Currently using Compsych for EAP provider.
MONTROSE, CO	Available to all employees
MONUMENT, CO	We offer a full EAP program at no cost to the employee.
MOUNTAIN VILLAGE, CO	3 SESSIONS. 3 sessions per incident provided to all full time and part time employees, plus two financial sessions and two legal sessions
NORTHGLENN, CO	Employee and household members receive 8 no cost visits per issue/year.
PARKER, CO	Free to employees. 5 free sessions/yr/issue
PUEBLO, CO	Non applicable. Free counseling service offered to all City employees and their family members.
SEVERANCE, CO	Funded through our LTD Program/Unum
SILVERTHORNE, CO	\$2.50/employee/mo. Benefit available via phone, via computer or in person with counselor. Three free counseling sessions per household member, per issue, per year.
SNOWMASS VILLAGE, CO	1-3 face to face sessions. Available for all employees, spouses, and children
STEAMBOAT SPRINGS, CO	four visits. This is a mental health benefit that allows for four visits to a Mental Health provider, at no cost to the employee
SUMMIT COUNTY, CO	100. \$100 maximum per visit. Limit three visits per individual, 6 visits per family for each issue
SUPERIOR, CO	5 visits per year with a counselor Unlimited counseling over the phone



TELLURIDE, CO	Counseling 3 sessions/year Financial 2 sessions Legal 2 sessions
WESTMINSTER, CO	5 visits per person per issue. EAP program is administered by (Empathia-Life Matters)
WHEAT RIDGE, CO	\$1.32/employee/year. Six (6) sessions per year for employee and immediate family member residing in home.
WINDSOR, CO	Free of charge - 5 visits for you/family member/household member without Employer knowledge or intervention.
WINTER PARK, CO	An EAP is offered free of charge through Guardian Insurance to assist with professional counseling and support services.
WOODLAND PARK, CO	6 COUNSEL VISITS PER ISSUE. PROFILE EMPLOYEE ASSISTANCE PROGRAM. BENEFIT IS PAID FOR BY CITY.

#### Fitness & Paid Time

Entity	Narrative
AVON, CO	Police are allowed 30 minutes of paid-time during work schedule participate in fitness activities.
AVON, CO	Police Officer are allow 30 minutes of paid time for exercise during their shifts.
BASALT, CO	Discounted Gym Membership
BENNETT, CO	Membership to the Recreation Center, along with weekly paid hour to participate in Exercise/Yoga class located in Town Hall.

#### Furlough

Entity	Narrative
PAONIA, CO	Last 3 years have scheduled 2 days: Martin Luther King day and the Friday after Thanksgiving.

#### Insurance Opt-Out Incentive

Entity	Narrative
BLACK HAWK, CO	Spousal Incentive of \$100 per month
PARKER, CO	\$1,000 annually

#### Leave Bank/Leave Sharing

Entity	Narrative
DURANGO, CO	For employees who are not eligible for FMLA/STD, or who exhaust their FMLA/STD, they may ask for PTO donations of up to 30 days in a 12 month period from fellow employees. Each EE may donate a max of 40 hrs per year. (All personal PTO must be exhausted before donations can be requested).

#### Long-term Care

Entity	Narrative
BROOMFIELD, CO	Broomfield does not offer this benefit.
GRAND JUNCTION, CO	Life insurance with long-term care component available as voluntary employee paid benefit.
WESTMINSTER, CO	Group discount rates. Employees have the option of picking up Long Term Care - City pays no contribution, but employees receive a discount for group rates.

#### Management Perks

Entity	Narrative
BROOMFIELD, CO	Car allowance for City Manager and City Attorney - \$500/month. Department Heads receive \$350/month except for Chief of Police who has a city-issued vehicle.
CHERRY HILLS VILLAGE, CO	250.00 monthly mileage reimbursement for department heads and City Manager.
ENGLEWOOD, CO	Director Wellness Benefit - up to \$250 annually. Reimbursement for wellness activities/equipment.
ENGLEWOOD, CO	Technology Allowance - \$1,200 annually.
NEW CASTLE, CO	Exempt employees take up to 40 hours administrative leave for extra hours worked during year. Can not accrue -- ends on Dec 31 each year.

#### Market Adjustments

Entity	Narrative
BLACK HAWK, CO	Market Rates. Pay ranges are evaluated annually with 12 comparable cities. Pay ranges are adjusted accordingly with Board of Aldermen approval.
BROOMFIELD, CO	2016 - 2018 - 2% 2015 - Range adj 1.5% on average 2014 - Ranges are adjusted by position - average 1%. 2013 - Ranges are adjusted by position. Average was 1.5%. 2012 - Ranges are adjusted by position. Average was 1%. 2011 - Avg was 1% 2010 - Avg was 1.75% 2009 - Avg was 2.6% 2008 - Avg was 3.3% 2007 - Avg was 4.5%
COMMERCE CITY, CO	2009 .90% to 1.47% 2010 1.31 to 2.60% 2011 0.00% 2012 .12% to 1.27% 2013 4.3% - 5.01% (2 ranges only) 2014 2.52% to 4.85% (4 ranges only 2015 2.28% - 5.04% (6 ranges only) 2016 2.71% - 4.42% (4 ranges only)
DURANGO, CO	varies. periodic adjustment
FIRESTONE, CO	Conducted annually current adjustment 2%
FREDERICK, CO	According to the Market analysis. This is done once a year and is determined according to our market survey within our defined labor market. Upon a market increase, the pay grade and all incumbents in the pay grade will receive a market increase.
FRISCO, CO	1.83% = Ave of Market adjustment for the last five years. There was a 0% market for 2011. Historically, market adjustments have been applied to both ranges and to employee salaries. They are not guaranteed.
GLENWOOD SPRINGS, CO	Grades reflect the Mercer Study done and reclassification of employees as of 1/1/12.
GRAND JUNCTION, CO	Varies. Market adjustments are made every other year based on survey data
LONGMONT, CO	Keep up with market adjustments
NORTHGLENN, CO	2018, if eligible, capped at 2%
WESTMINSTER, CO	2020 = 2% 2019 = 2% 2018 = 2% 2017 = 2% 2016 = 2% 2015 =1.5%

#### Merit/Performance Adjustments & Bonuses

Entity	Narrative
ALAMOSA, CO	Annual Pay for Performance Evaluations with the opportunity to receive a raise between 0-4 percent.
BENNETT, CO	All adjustments are now merit based only. No COLA.
BRECKENRIDGE, CO	2020 up to a 5.5% annual merit increase for Regular FT and PTYR employees. If EE has reached the top of the pay range, they are eligible for a merit bonus.
BROOMFIELD, CO	Performance based pay - amount depends on contributions to mission and job performance. 2017-2018 - 3.5% + .5% except merit pool 2016 - Same as 2015 except merit pool is 3% with 1/2% pool for exceptional merit effective 6/22. 2015 - 2.7% merit pool effective 6/24 and some market adjustments for employees who are fully competent and have been in position for at least 7 years (0-7.5%). Add'l .5% budgtd for top performers. 2014 - 3% merit adjustment effective 6/25 and some market adjustments for employees who are fully competent and have been in position for at least 7 years (0-7.5%). Add'l .5% for top performers. 2013 - 2.5% merit adjustment effective 6/26 and some market adjustments for employees who are fully competent and have been in position for at least 7 years (0-7.5%). 2012 - 2% merit pool. Up to 7.5% adj to place employees near mid-point (7 yrs in position). 2011 - No add-to-base. Gave 2% merit lump sum bonuses. 2010 - No add-to-base. Gave 2% merit lump sum bonuses. 2009 - 3% merit pool 2008 - 3% merit pool
CANON CITY, CO	3% merit increase effective first day of first pay period in 2015.
COMMERCE CITY, CO	2013 1% base increase for Police. 2.25% - 5.25% base increase paid annually on anniversary date 2014 .5% base increase for Police 2.75% - 5.25% increase paid annually on anniversary date 2015 no increase for Police 1/1/2015 3% - 5.5% increase paid annually on anniversary date 2016 no increase for Police 1/1/2016 2.75% - 5.5% increase paid annually on anniversary date 2017 Average 3.2% merit increase paid annually on anniversary date
CRIPPLE CREEK, CO	2019 Pay for Performance: Department Heads up to \$2500 All others up to \$1700
DURANGO, CO	New hires and promoted employees receive a merit increase after 6 mos (12 mos for supervisory positions) based on their evaluation score. The percentages for the last 2 years have been: 4.5 - 5.0=4%; 4.0 - 4.4=3.5%; 3.5 - 3.9=3%; 3.0 - 3.4=2.5%; below 3.0=0% Percentage amounts are based on that year's budget.
EVANS, CO	Up to 3%. Merit Adjustment was up to 3% for all FT employees, except sworn police police officers. Sworn police officers received 1 step increases via anniversary date. Varies annually based on City Council approval.
FORT MORGAN, CO	1.5%. Eligible for merit increase at one year and annually thereafter.
GLENWOOD SPRINGS, CO	Up to a 3% increase is awarded on anniversary date, depending on performance. This practice began again 1/1/12.
GOLDEN, CO	Annual performance adjustment each January. Average approximately 3% based upon budget.

GRAND LAKE, CO	Avg. 4% merit increases over the last four years. The last four years there have also been \$5,000 in bonus money allocated per evaluations. Bonuses are not added to base pay, however, merit increases are. Raises and bonuses are both awarded annually.
GYPSUM, CO	3%
IGNACIO, CO	Upon yearly review, merit pay may be awarded. Varies depending on position and budget. 2014 Budget allows 0% to 3%.
KERSEY, CO	Each employee eligible for merit increase at annual evaluation date per pay band.
LAMAR, CO	Merit increase up to 3% depending on Annual Performance evaluation. Increase to pay at anniversary date.
LOVELAND, CO	Merit pool for 2016 was 3.5%, but varies year to year based on market data. % employees receive is based on their performance. We review market data annually to determine merit pool.
MONTE VISTA, CO	up to 3% increase. Merit/performance adjustments are given at the beginning of each year according to the performance evaluation.
MONUMENT, CO	This is the first year we have a performance bonus. we have 1% scheduled for 2013 and it will be distributed once in July, after performance reviews.
NORTHGLENN, CO	2019 - 2% merit for general employees. Police officers to receive step increase.
SALIDA, CO	No Merit increases in 2020. Market adjustments were made per our salary survey results. No Merit increases in 2019. No Merit increases in 2018, but some market adjustments were made. No Merit increases in 2017, but several market adjustments were made. In 2016 City Council chose to award merit as an adjustment to hourly wage instead of as a lump-sum bonus. Avg of 1425 in 2013 Merit used to be awarded annually subject to availability of funding. Two years within last five were funded.
SUMMIT COUNTY, CO	3%. Merit increase up to 3% annually based on employee performance.
TELLURIDE, CO	2-4% merit increase 2014 -2016 with pay for performance evaluations
WESTMINSTER, CO	0 - 5%. Step and Merit
WINTER PARK, CO	Performance increase based on evaluation. Increase has averaged 2.7% over the past 5 years which is given out annually in the employees base pay.
WOODLAND PARK, CO	3.2% added to employee's base pay

Overtime	
Entity	Narrative
ALAMOSA, CO	FLSA standard rates. Pays according to FLSA requirements.
ARVADA, CO	1 1/2 times the hourly rate for hours worked in excess of 40 hours in a workweek.
ASPEN, CO	time and a half - non-exempt. Non exempt emps. are eligible for time and a half or compensatory time. Exempt emps. are eligible for credit hrs.
AVON, CO	OT hours are accrued at 1 1/2 times for hours in excess of 40 hours during the workweek. Employees may not accrue over 40 hours of compensatory time. OT pay is paid after the 40-hour comp time maximum is reached. Police Officers receive OT pay and work an 80.5 hour pay period.
BLACK HAWK, CO	1.5. per FMLA guidelines
BRECKENRIDGE, CO	For our Non-exempt EEs who may work in excess of 40 hours/week; OT is paid at 1.5 times their hourly rate.
BROOMFIELD, CO	1.5 times hourly rate. Follow FLSA rules but we do include leave in the definition of hours worked. Use the public safety schedule for sworn police. Accrue comp time in lieu of OT.
BRUSH, CO	1 1/2 times regular hourly rate. all employees in all departments are paid for all hours after 40 hours of work.
CANON CITY, CO	An employee can elect to be paid 1.5 time their regular rate of pay for hours worked over 40, or they may take compensatory time in lieu of overtime.
CEDAREIDGE, CO	1.5% over 40 hours per week period. Law enforcement reach overtime status when they have WORKED over 86 hours in a 14 day pay period. All other non-exempt employees reach overtime status after 40 hours worked per week.
CHERRY HILLS VILLAGE, CO	Time and a half. Time and a half (overtime or comp time)for time worked in excess of 40 hours per week (or 80 hours per two week period for sworn police officers).
COMMERCE CITY, CO	Police - Overtime pay paratice is to pay OT anything over 80 hours in a pay period
CRIPPLE CREEK, CO	Paid at rate of one and one-half (1 1/2) times base rate.. OT is for non-exempt employees. Employees may also convert ot to comp. time at the rate of one and one-half (1 1/2) hour's compensation time for each one (1) hour overtime. The max. amount of comp. time that can be carried is (60) sixty hours.
DELTA, CO	one and half of regular hourly wage. Follow FLSA requirements for general employees of hours worked over 40 within one work week. Police receive overtime pay after 86 hours worked within 2 week payperiod.
DURANGO, CO	time plus 1/2. Non exempt employees that work over 40/hours week
ESTES PARK, CO	1.5 time hourly rate. Must be approved by department head. Hours in excess of 40 in work week paid at one and one-half times.
FEDERAL HEIGHTS, CO	FLSA Standard Rate. FLSA standard rates
FIRESTONE, CO	1.5 times hourly rate. All sworn officers are paid 1.5 for hours exceeding 80hours in biweekly pay period. All other non-exempt employees paid 1.5 times hourly rate for hours exceeding 40 hour work week.
FLORENCE, CO	hours worked at time and a half. available to all non-exempt employees
FORT COLLINS, CO	Varies. Non-exempt EEs - One-and-one-half regular hrly rate if EE works in excess of 40 hrs in a workweek; OR EE works AND uses holiday, vacation, emergency, bereavement, dependent care leave for a combined total in excess of 40 hrs in a workweek
FORT LUPTON, CO	1.5 times hourly rate. per FLSA. Public Works, Police Department and IT only. Others get Comp Time
FORT MORGAN, CO	1.5 times hourly rate. for hours worked above 40 on a work week
FREDERICK, CO	For all non-exempt employees, overtime is calculated at 1.5 times the hourly rate of pay after 40 hours worked per week.
FRISCO, CO	1.5 x. Overtime for Police Personnel is calculated at 1.5 X salary for hours over 80 hours every two weeks.
GEORGETOWN, CO	Public Safety/Law Enforcement positions being paid overtime for hours worked over 40 in the workweek.
GLENDALE, CO	Employee chooses OT or Comp- maximum of 40 comp hrs can be accumulated. Based on 14 day pay period
GLENWOOD SPRINGS, CO	1.5. After 40 hours worked, pay time and half.
GRANBY, CO	1.5 over 80 hours bi-weekly pay or comp
GRAND JUNCTION, CO	1.5 times hourly rate. Time not worked such as PTO is not included as hours worked unless the overtime is mandatory.
GRAND LAKE, CO	The Town does not pay out overtime to full-time non-exempt employees, but instead offers compensatory time accrual at a rate of 1.5 hours for each hour worked over 40 in a week. For seasonal employees, overtime is paid at time and a half.
GYPSUM, CO	1.5 x hourly rate. Follow FLSA rules.
HAXTUN, CO	1.5. Overtime is paid over 40 hours per week
HAYDEN, CO	1.5. Employees may choose to receive 1.5 overtime payments for all hours in excess of designated work period, or 1.5 hours of comptime. Comptime is limited to 80 hours accrued. Police Officers overtime is after 85 hours in a 14 day period. Police Officers may also choose compensatory time at the rate of 1.5.
HOTCHKISS, CO	TIME & HALF/COMP TIME. POLCIE OFFICER ARE PAID FOR OT PUBLIC WORKS RECEIVE COMP TIME AT TIME AND HALF FOR ALL OT
IGNACIO, CO	40 hrs a week.
LAKEWOOD, CO	1.5 times base salary. Non-exempt employees only.
LOUISVILLE, CO	Overtime is paid to Police Officers for anything over 80 hours in a pay period. All other Non-exempt employees are paid overtime when they reach 40 hours in a single week.
LOVELAND, CO	1.5 for hours over 40 hours in one week. We also have several overtime rates calculated on on-call status.
MANITOU SPRINGS, CO	time plus one half. overtime paid to non-exempt personnel
MONUMENT, CO	For non-certified (all except police officers) employees we pay time and 1/2 for any time over 40 hours in one week. For certified (police officers only) we pay time and 1/2 for any time over 80 hours in two weeks.
MT. CRESTED BUTTE, CO	1.5 normal hourly rate. Maintenance/Public Works department and Police department employees receive overtime pay at 1.5 times their normal hourly rate.
NEW CASTLE, CO	1.5. comp time general allowance for hours over 40/week. Police allowance for hours over 86/2 week pay period.
OURAY, CO	varies. For Police - We are on a 28 day, 171 hour work cycle for overtime.
PAONIA, CO	Exceeding 80 hours in a 2 week pay period.
PLATTEVILLE, CO	Police-Time and half over 171 hrs in 28 day cycle. Police-Time and half over 171 hrs.
PONCHA SPRINGS, CO	The public works crew can opt for overtime pay or comp time for time worked over 8 hrs. @ day.
PUEBLO, CO	Time and a half. General service, police and fire receive.
ROCKY FORD, CO	Time + 1/2. Police & Fire only.
SALIDA, CO	Regular employees are eligible for overtime pay equal to one and one half times their regular rate of pay for each hour worked in excess of forty hours in a workweek. Police officers are eligible for overtime pay after working 171 hours in a 28 day pay period and firefighters are eligible for overtime pay after working 212 hours in a 28 day pay period. Hours worked in excess of the normal work schedule before reaching 171 hours for police and 212 hours for firefighters in a 28 day cycle are considered straight time overtime and are compensated at the employee's regular rate of pay.
SILVERTHORNE, CO	1 1/2 x hrly rate. All non-exempt employees receive OT pay for hours worked over 40 in a week.
SNOWMASS VILLAGE, CO	As needed/allowed. Available to all employees but must be approved by department head
SOUTH FORK, CO	1.5X hourly rate over 40 hours per week.
SUPERIOR, CO	1.5 time hourly rate. Follow FLSA rules; employees may choose each or comptime
TRINIDAD, CO	1.5 times rate. Paid in excess of 8 hours per day.

WALSBURG, CO	Under the Fair Labor Standards Act employees will be paid for overtime work at a rate of one and one-half time of the regular hourly rate for each hour of work in excess of (40) hours in any workweek or more than 12 hours in a work day.
WHEAT RIDGE, CO	1.5 times hourly rate. Civilian positions - Hours worked over 40 hour workweek Sworn positions - Hours worked over 80 hour workweek. * Leave time is not considered as time worked for the purposes of computing overtime.
WINTER PARK, CO	1 1/2. Non-exempt employees are paid at the rate of one and one-half times their regular hourly rate for hours worked in excess of 40 during the established workweek. Also, for time worked on holidays.
YUMA, CO	1 & 1/2 times. Over 40 hours. Workweek for all employees is Sun. through Sat. Comp-time in lieu of overtime with advanced approval of city manager. Earned comp-time must be used within approx. one month. No extended accrual of comp-time hours.

Part Time Benefits	
Entity	Narrative
AURORA, CO	Part time regular employees are eligible for benefits. Their premiums for health and dental are higher than full time employees. Paid leave including holidays are earned on a pro-rated basis.
BRECKENRIDGE, CO	General Leave for PTYR employees after 6 months of continuous employment and an average of 20 hrs/week. Personal Leave is available for FT winter and summer seasonal employees that work a designated amount of hours. Variable Hour Employees averaging 30 hrs/week during the measurement period are eligible for medical only coverage. They also have access to our EAP program.
BRIGHTON, CO	Part-time 20-29 hrs. It is pro-rated accordingly.
BROOMFIELD, CO	Life (\$20,000 - cost is \$1.90/mo), AD&D (\$20,000 - cost \$.54/mo), 6% to 457 plan; Health and Dental - same as FT emps. Leave accrual & short-term disability based on years of service.
CANON CITY, CO	Benefits are available on a pro-rated basis based on the amount of hours worked per week.
CEDAREDGE, CO	Limited Golf Course benefits are available.
CHERRY HILLS VILLAGE, CO	Pro-rata based on number of hours worked per week.
COMMERCE CITY, CO	varies. Part time employees are eligible for EAP, Recreation Center membership discounts, and participation in the 457 deferred comp plan and Roth IRA
ENGLEWOOD, CO	Varies. Employees regularly working 20 to 39.9 hours earn PTO, receive holiday pay, life insurance, long term disability, eligible for medical, dental, and vision insurance.
EVANS, CO	Qualifies for Regular Part-time benefits if work a minimum of 30 hours or more in one classification and less than 30 hours per week.
FEDERAL HEIGHTS, CO	Pro rated. Benefit premiums are pro rated based on hours worked. Must work a minimum of 24 hours to qualify.
FIRESTONE, CO	Part-time employees working 32 hours per week are eligible for 75% of premium only insurance benefit.
FRISCO, CO	20 hours. We offer a limited medical plan to EE's working 20 hours/wk year round and to seasonal EE's in second year of employment/working a min of 30 hrs/ wk . Vacation & sick leave, holiday pay, retirement & Flex 125 plans for yr round 20 hr/wk + EE's.
GLENDALE, CO	employees working more than 20+ hours per pay period receive sick and vacation accrual at a proportionate rate of the full-time employee
GLENWOOD SPRINGS, CO	Varies. We have General Part-Time Employees and Regular Part-Time employees. General Part-Time Employees do not receive any benefits. Regular Part-Time Employees receive Prorated Sick Leave, Prorated Annual Leave, the option to obtain a 457 Retirement Savings, EAP assistance and Community Center Memberships for the entire family
GOLDEN, CO	See below. Part-time ees working >20 hrs per week are eligible for 72 hours PTO per year and the Wellness Program. All part-time ees are eligible for: ICMA 457 retirement Plan, EAP, Rec Ctr discount, banking and credit unions.
HAYDEN, CO	Non-seasonal part time employees receive holiday, personal, sick and vacation leave on a pro-rated basis, based on the weekly scheduled hours. Non-seasonal, non-temporary part time employees scheduled for 32+ hours a week are eligible for medical, dental, vision, life insurance, LTD and retirement.
LOUISVILLE, CO	Varies. Part-time employees working 30+ hours per week are eligible for pro-rated benefits for health, dental, and vision. Employees working 29 hours or less have a pro-rated PTO benefit which began in 2013. All employees are eligible for a Free Recreation Center membership but it is a taxable benefit.
LOVELAND, CO	Medical Benefits: full-time medical premiums are for all benefit eligible who work 30, 35 and 40 hours; pro-rated premiums are for all benefit eligible who work 20 or 25 hours; any temporary employee who is hired to work 30 or more hours per week, per HCR, will be offered medical at the full time premium. Dental Benefit premiums for 40 hour employees and are prorated based on budgeted hours for 20, 25, 30, and 35 hour employees.
MONTROSE, CO	EAP, 457 eligibility and bonuses.
MONUMENT, CO	Any employee working 30-39.99 will receive full insurance benefits and pro-rated leave and holiday pay.
NEW CASTLE, CO	Regular part-time employees will earn vacation, holiday, and sick benefits at a percentage of that time depending on the number of hours they are regularly scheduled to work per week. They may also participate in the 457(b) plan.
SNOWMASS VILLAGE, CO	Part-time year round only. Health, dental, vision, and life
SUPERIOR, CO	Varies. health dental vision public transit prgm wellness prgm deferred comp voluntary life insurance FSA vacation sick holiday. after 6 mo probation; pro-rated .50 for 24-29 hrs/wk, .75 for 30-39 hrs/wk. Partial benefits for 10 &?? 23 hours/week
WHEAT RIDGE, CO	Prorated. Must be classified as "Regular" to participate in Health, Dental, Retirement, and Leave Accruals. Must be assigned, through budget process, a consistent # of work hours per week on a year-round basis, not to exceed 39 or less than 20 hours.
WOODLAND PARK, CO	MUST WORK 30 HOURS. PRORATED ACCRUALS AND BENEFITS AT 75%

Pay Progression Methods	
Entity	Narrative
AURORA, CO	We offer Career Development Plans for many positions in city where appropriate. Each is created in cooperation of Human Resources and requesting department. Plans outline specific criteria to be met in order to progress: time in position, merit score, certifications, specific task completion.
BRECKENRIDGE, CO	Career ladder(s) are recognized in some divisions (Water, HR, etc.). Merit is paid for additional certifications at 3% - 9% per certification
BROOMFIELD, CO	Pay advance is primarily through merit increases (pay for performance). Employees in Police Step Plan may receive a salary adjustment based on market data. All employees may advance through re-classification or promotion.
FEDERAL HEIGHTS, CO	merit. Merit increases are given on anniversary dates for all city employees.
FREDERICK, CO	We have a progression series for Public Works Maintenance worker I, II, and III. This is a progression series where employee can move up without a competitive process.
PUEBLO, CO	See comments. General service, police and fire are advanced on step-grade tables.

Post Employment Benefits	
Entity	Narrative
ASPEN, CO	Retirement Bonus - 4mths. pay to 8mths pay. An emp. who meets retirement qualifications and who has completed at least 15 yrs. of continuous service may be eligible for the Retirement Bonus in addition to certain insurance coverage options.
BRECKENRIDGE, CO	Retirees who are at least 55 yrs old and have worked for the Town a minimum of 20 years are eligible to participate in the Town's medical, dental and vision plan(s) at the employee premium rates. Retirees may also participate in the Town's wellness biometric testing and flu shot clinic at no charge.
BROOMFIELD, CO	Retiree Health Savings Plan - Employees with ten or more years of service receive \$25 per month to RHS Plan. Vesting is 20 years. Forfeitures returned to employer to offset contributions.
COMMERCE CITY, CO	Varies. Employees up to 65 or not eligible for Medicare may continue on the City health plans. City pays single medical premium for police officers only; other retirees pay 100% cost of coverage for themselves and dependents, for medical, dental and vision. Non-police retirees may be eligible for a Retiree Health Savings plan funded at \$340 per month.
FEDERAL HEIGHTS, CO	50 percent. Retiree can remain on our group plan until age 65. The city will pay up to 50% of what is paid for active employee premiums.
FRISCO, CO	\$0.00. Cobra benefits
GRAND JUNCTION, CO	Retiree Health Insurance available for employees who retire after 15 years of service or due to disability up to age 65. Some buy-in required for younger retirees. Benefit is 100% employee funded.
GRAND JUNCTION, CO	Retiree Health available to employees with 15 years of service and age 55.
LAKEWOOD, CO	Varies. Retirees: Retiree Health Recreation access
LONGMONT, CO	. Retirees can continue medical and/or dental insurance at the full cost until age 65.
LOVELAND, CO	Retiree medical plan; retiree pays 100% of the premium.
PUEBLO, CO	See comments. Police and Fire are able to retain their health coverage under the City group plan, but are responsible for paying the full premium. Police are also able to retain the dental and pay the full premium.
THORNTON, CO	Determined Annually. Ret.Hlth Svgs Plan: City makes ann. contrib.to acct.for enrolled EEs. Plan allows for addit'l contribs.: vol.EE contribs, max. 8 hrs unused float. holiday or forf. vac.; compensable sick leave. Gen, Mgmt, and Police EEs elig. for enrollment
WESTMINSTER, CO	Can continue health insurance benefits up to age 65 providing 100% premiums are paid on time and they meet the length of service requirements.

Recruitment Activity	
Entity	Narrative
BRECKENRIDGE, CO	Depending upon the position and division, the Town sees an avg. of 15 applications/opening. Some positions can receive upwards of 50 applications/opening.

BROOMFIELD, CO	Varies by position and whether FT, PT or temporary.
MOUNTAIN VILLAGE, CO	.

#### Reduced Fee/Free Facilities

Entity	Narrative
ALAMOSA, CO	Free family membership to the City Recreation Center and Ice Rink.
ASPEN, CO	free pass. Regular full time and seasonal employees are eligible for an Aspen Recreation Center (ARC) pass. They must volunteer 8hrs. for self and 16 hrs. for family to the ARC annually.
AVON, CO	Full-time employees receive a free family pass, for spouse and dependent children to the Avon Recreation Center. Part-time employees receive a free individual pass.
BRECKENRIDGE, CO	Reg FT, PT/YR and Seasonal employees all receive free Rec/Ice/Nordic passes. Substitute EEs receive a 10-punch pass. Summer seasonal EEs may choose between unlimited use of Rec/Ice or a Golf punch card. Eligible employees can purchase non-taxable golf benefits at resident rates.
BROOMFIELD, CO	Free use of recreation center. Employees pay \$5 for id card and are allowed free use of recreation facilities.
CEDAREDGE, CO	\$300.00 Reduced fee golf with the Town.
COMMERCE CITY, CO	Varies. Recreation Center membership for \$5 per year. Recreation Center classes and golf course green fees at resident rates.
CRIPPLE CREEK, CO	Free use of Parks and Recreation gym. All employees have free use of our Parks and Recreation gym, dependents must pay \$12.00 per month.
DACONO, CO	free. Access to recreation center in our area.
DELTA, CO	No fees or charges. All full time employees have access to both the City's recreation center and golf course. ID cards are issued and may be used for access. Golf course limitations are golf free Monday through Friday and after 3:00 p.m. Sat, Sun & holidays.
DURANGO, CO	Employees, including part time/seasonal, may access the community recreation center for free. These benefits include swimming, exercise facilities, ski hill, and ice rink.
ENGLEWOOD, CO	Free or Resident Rate. All benefits eligible employees have access to the Englewood Recreation Center at no charge. Admission to classes/events, golf course, and aquatics center are at resident rates.
EVANS, CO	Free / Discounted. As part of the City's wellness program, employees receive free access to the recreation center. Family members of employees can purchase punch passes for the Rec Center and City Pool at a discounted rate of \$15 for a 30 visit punchcard
FIRESTONE, CO	Employer paid access to Carbon Valley Recreation Center Employer paid membership to Anytime Fitness, Firestone location only
FORT LUPTON, CO	100% employer paid membership to Rec Ctr. 20% family discount.
FRISCO, CO	30% off rental boats at the marina and tubing hill park. 30% off parks facilities.
GLENWOOD SPRINGS, CO	Free. Full-Time and Permanent Part-Time employees and all family members under 18 receive a full membership to our Community Center. This includes, pool, ice, rink, gym, classes, and day care
GREENWOOD VILLAGE, CO	50% of cost. Employees are eligible for a City Recreation Reimbursement Program in which 50% reimbursement is paid for recreation programs provided by local municipalities/special districts.
GYPSTON, CO	50% Membership Discount for recreation center and and/or municipal golf course.
LAKEWOOD, CO	Employees free use of recreation centers. Employee's family may purchase an annual pass for \$75.
LAMAR, CO	0. Employees are allowed to use the Community Building for no charge - Reduced fees for family members. During the summer employees may lap swim for no cost
LOVELAND, CO	50% percent discount for membership for employee and employee's family to the City owned recreation center. The membership fee can be paid through payroll deduction.
MANITOU SPRINGS, CO	Pool and recreational facilities are free for employees.
NEW CASTLE, CO	Employees pay a reduced membership fee at a local fitness center.
NORTHGLENN, CO	Employees and family members receive free access to the City's Recreation Center,
PLATTEVILLE, CO	We have an exercise facility that is free to FTE.
RANGELY, CO	General Admission to Recreation Center
SILVERTHORNE, CO	\$0 / \$75 / \$200. Free Recreation Center pass for part-time/seasonal employees; discounted membership rate of \$75 for employee only or \$200 for employee and family for full-time employees.
TELLURIDE, CO	Payroll deduction. Discounted ski pass through merchant pass program
WESTMINSTER, CO	\$349.50/yr - annual resident fee. Free facility use for Wellness members.
WHEAT RIDGE, CO	\$350. Free drop-in use of Recreation Center -leisure and lap pool, fitness area, running track, racquetball courts, gymnasium, locker rooms. Some classes and programs on a space available basis.
WINTER PARK, CO	Employees may purchase annual passes to the recreation center at a 30% discount from the public cost.
YUMA, CO	Discounted Residential electric service, after three years' employment.

#### Residency/Response Requirements

Entity	Narrative
ASPEN, CO	Yes. Dependent on job description, certain critical positions may be eligible for housing benefits.
COMMERCE CITY, CO	NA. City Manager and Chief of Police are required to live within city limits
DELTA, CO	no amount. City Manager is required to live within the city limits.
GLENWOOD SPRINGS, CO	30 Miles/40 minutes. For all Police, Fire, and Public Works employees.
IGNACIO, CO	Police - live in 30 minute radius. Public Works - not specifically required, but in practice they all live within 20 minutes. Town Manager - Required to live within Town Limits.
LONGMONT, CO	. Residency required only for Executive Directors. Response requirements exist for various positions such as Traffic Signal Technician, Electric Lineworker, etc. Response time is determined by the department.
LOUISVILLE, CO	ONLY the City Manager has a residency requirement.
LOVELAND, CO	Varies by position and department.
OURAY, CO	10. Police are required to live within 10 minutes of City Hall to accommodate response time.
SOUTH FORK, CO	15 Minutes for Chief of Police 20 Minutes for Patrol Officer 20 Minutes for Public Works 20 Minutes for Town Manager
STERLING, CO	For take home vehicle for Police Department, officers must reside within 3 miles of Sterling City Limits per Department Operation Manual for take home vehicles. Outside of the 3 mile limit, no take home vehicles will be allowed. Fire Department has a 35 mile response requirement for callbacks per Operations Manual.
TELLURIDE, CO	20 minute response time required for Marshals and Water/Wastewater Operators; housing allowance of \$9500 annually
TRINIDAD, CO	City Limits. Fire & Police residency in City limits required

#### Service Awards

Entity	Narrative
ASPEN, CO	up to \$4,000 for personalized gift.. In accordance to years of service.
AURORA, CO	Yearly award ceremony to recognize employee's years of service with city, 5 year increments.
BLACK HAWK, CO	Certificates. Certificates issued for completed years of service, plus \$20 per year of service for benchmark service years, i.e. 5 years, 10 years, 15 years, etc.
BRIGHTON, CO	5 yrs- pin and plaque, 10 yrs- pin, plaque and paperweight, 15 yrs- pin, plaque, pen and pencil set, 20 yrs- pin, plaque and watch or may choose a gift up to \$250, 25 yrs- pin, plaque and jewelry or gift up to \$350. We also have Employee and Supervisor of the Year.
BROOMFIELD, CO	Varies - 5 year increments. Employee chooses a gift from catalogue and then chooses between a dollar amount or annual leave. At 5 yrs can choose \$100 or 8 hrs annual leave, up to 30 yrs which is \$1,000 or 80 hrs annual leave.
DELTA, CO	For voluntary separation of employment only - 15 to 19 yrs of service \$250.00 20 to 24 yrs of service \$500.00 25 to 34 yrs of service \$750.00 35 years or more \$1000.00 one time payment and City pays all FICA & Medicare taxes.
ENGLEWOOD, CO	Awards ceremony and gift certificate for employees reaching 5, 10, 15 year etc milestones. Certificate amount is \$50 for 5 years, \$75 for 10 years (increases \$25 with each 5 years of service).
EVANS, CO	Varies. We recognize employees for years of service (5,10,15,20,25,30,35 and etc.)
FORT COLLINS, CO	Varies. 5 yrs = \$50 10 yrs = \$75 15 yrs = \$100 20 yrs = \$125 25 yrs = \$150 30 yrs = \$175 35 yrs = \$200 40 yrs = \$250
GLENWOOD SPRINGS, CO	5 - 30 years. Pins, plaques, watches
GOLDEN, CO	5 years, 10 years, 15 years etc. Employee can choose from gift or check. Dollar value equal to \$50 (5yrs), \$100 (10yrs), etc
GRAND JUNCTION, CO	\$10 per year of Service. Cash awards paid through payroll given for every 5 years of service beginning at 5 years.
LAFALETTE, CO	\$50 - \$250. Employees receive payments in Lafayette Chamber Bucks for 5, 10, 15, 20, 25 etc year increments
LOVELAND, CO	5 yrs = \$100; 10 yrs = \$200; 15 yrs = \$300; 20 yrs = \$400; 25 yrs = \$500; 30 yrs = \$600; 35 yrs = \$700, 40+ yrs = \$800
MONTE VISTA, CO	varies. Longevity service awards are presented at the 5, yr, 10yr, 15 yr, 20 yr, 25 yr, 30 yr, etc.

MOUNTAIN VILLAGE, CO	5 year, 10 year, 15 year ++
NEW CASTLE, CO	Employees receive gift and day off for 5, 10, 15 years + of service
SILVERTHORNE, CO	\$20 / 5 years of service. Employees are recognized for 5, 10, 15, 20, etc., years of service.
SUPERIOR, CO	Varies. 1 Yr. = Fountain Pen 5 Yr. = \$100 and plaque Increases by \$50 increments every 5 yrs to a max. of \$500 at retirement
WESTMINSTER, CO	\$2,500. One time service award for over 25 years of service, \$100.00 per year thereafter paid at termination. Service Award Luncheon for 5, 10, 15,20,25,30 etc. years of service.
WOODLAND PARK, CO	SERVICE YEAR MILESTONES. RECOGNITION PROGRAM @ 1,3,5,10,15,20 YEARS. VARIOUS LEVELS OF RECOGNITION DEFINED BY RECOGNITION PROGRAM MILESTONE

Severance Practices	
Entity	Narrative
AVON, CO	Employee may receive severance pay and payment to continue health insurance benefits depending upon length of service and situation.
BLACK HAWK, CO	Department Directors receive 1 month pay for every year worked with a maximum of 5 months if they are terminated by the City for any reason.
BRECKENRIDGE, CO	Some employees, generally based on tenure with the Town, may be eligible for severance pay upon separation.
BROOMFIELD, CO	Determined on a case by case basis.
BRUSH, CO	accumulated leave. We pay all accumulated vacation Employees upon retirement shall receive monetary payment for 1/4 of accumulated sick leave as follows: 65 or over with 10 years longevity;or 60 or over with 15 years longevity; or 55 or over with 20 years of longevity.

Special Compensation Offerings	
Entity	Narrative
KERSEY, CO	Paid birthday off.

Step Adjustments	
Entity	Narrative
AVON, CO	6 steps for non-exempt and non-supervisory employees. 7 steps for exempt supervisors. 9 steps for department heads.
AVON, CO	Employees, upon high performance evaluations, receive the next step in the step schedule assigned to their position.
BRIGHTON, CO	3% on their anniversary date. It is based upon performance. Must meet expectations. Police Department range 3-5%.
BROOMFIELD, CO	Some positions in the Police department are in the step plan. 78% of employees are at the top step. Average between steps vary by position.
CHERRY HILLS VILLAGE, CO	Varies. We offer a step pay plan for our police officer and police sergeant positions.
MONUMENT, CO	our step increases are \$600 per year for the first 10 years of work.
PALISADE, CO	2.5%. If employee meets a satisfactory or above on their annual review and revenues allow an employee will increase one step each January 1st.

Telecommuting / Remote Work Site	
Entity	Narrative
BROOMFIELD, CO	Generally, this program is not available. A supervisor may consider granting this on a short-term, temporary basis.
LONGMONT, CO	. We have a telecommuting policy. Please contact us if you'd like a copy.
LOVELAND, CO	Some departments allow telecommuting; varies by department
MONUMENT, CO	There are 3-5 employees who have the ability to work from home. All Directors and Managers have the ability. Only one manager does it on a scheduled basis and that is 1 day per week.

Transportation Reimbursement	
Entity	Narrative
AVON, CO	Bus Passes offered to full-time employees based on number of rides.
BLACK HAWK, CO	Employees are reimbursed for transportation costs if they are required to travel on City business, based on established travel policy.
BROOMFIELD, CO	An employee can contribute the maximum amount allowable under law to the flex plan for car pooling or bus passes.
FRISCO, CO	\$50. We offer a Got Gas program where employee receives \$50 cash after 45 day completion of commuting to work in an alternate way, i.e; walking, carpooling, using a more economical fuel efficient vehicle, etc.
MOUNTAIN VILLAGE, CO	
TIMNATH, CO	in compliance w/ IRS per mile rate. When pre-approved travel for the Town in one's own vehicle, mileage is paid at the standard IRS rate.

Wellness Plan	
Entity	Narrative
AURORA, CO	We offer wellness fitness programs over lunch hour three days per week, access to fitness center within building, and discounted recreation services.
BRECKENRIDGE, CO	Reg FT benefitted employees can earn up to \$600/year for participating in the Town's wellness program. Wellness includes a preventative health screen, educational opportunities, activities, etc.; Free Rec Pass to Town facilities
BRIGHTON, CO	Free access to the Recreation Center for employee plus immediate family. We also have different incentives throughout the year. Competition with other Municipalities.
BROOMFIELD, CO	No set amount. Provide on-site learning programs for employees on wellness issues. Offer bonus to complete wellness curricula. Employee/spouse wellness challenges. Employee in self-funded health plan can earn premium reward of \$60 per month. Free assessments at the recreation center. Free demo classes on yoga, self defense, etc.
CANON CITY, CO	Part of Medical Plan with benefit level being Employee only \$200 / yr, Employee + 1 \$300 / yr and Family \$400 / yr
COMMERCE CITY, CO	Robust wellness program with challenges, lunch & learn and educational events. Participants can earn a floating holiday (extra day off) for next calendar year
CRIPPLE CREEK, CO	Implemented a wellness program in 2019 with quarterly wellness classes, monthly challenges, and other requirements: day off if complete for the year by 3/31/20
DURANGO, CO	Current wellness program offers the opportunity to earn \$100, as well as prizes and a grand prize. EEs earn .5 point per day for 30+mins of activity; if they reach 100 pts will receive \$100. For 200 pts they are eligible for the annual grand prize. (This is a change from 2018).
ENGLEWOOD, CO	Offer a variety of wellness programs for employees.
EVANS, CO	Established a Wellness Plan since 2009
FORT COLLINS, CO	Varies. Well Day Incentive Program = free to all City EEs who are eligible for medical benefits. During 2006 potential to earn up to 3 Well Days (additional vacation days). Plan to change in 2006 - unknown
FORT MORGAN, CO	\$121.00/employee annually. Employees have access to the following for free: annual comprehensive blood draw, flu shot, health risk assessment survey, and structured wellness program. Incentives of award hours (PTO) and gift cards or other prizes when employee participates in wellness challenges and/or achieves a certain program level.
FRISCO, CO	\$400 per employee. Employees submit reimbursement claims for up to \$400 per year for equipment, memberships, etc. for heart healthy, active lifestyle activities. We also offer HRA's every other year with free blood testing.
GLENWOOD SPRINGS, CO	Employees can earn up to 16 hours of Wellness Paid Time off for participating in various wellness activities throughout the calendar year.
GOLDEN, CO	Value approximately \$1000 per employee. Employees participating in required annual wellness programs are eligible for \$25 cash per paycheck and membership to Golden's Recreation Center.
GRAND JUNCTION, CO	A \$25.00 monthly reduction in health premiums is available for employees participating in the wellness program.
GYP SUM, CO	This benefit provides \$200, \$350, or \$500. Reimbursable amount is based on employee hire date and years of service. The Town also pays for and provides all employees with a FitKik exercise tracker.
GYP SUM, CO	A variety of incentives based on wellness challenges; i.e., time off, gift certificates, etc.
LAFAYETTE, CO	Live Well members receive an annual bonus from \$150 to \$350 for successful completion of goals
LAKEWOOD, CO	Varies. Various wellness programs sponsored throughout the year.
LAMAR, CO	175.00. City sponsors a wellness evaluation program.
LONE TREE, CO	Incentive program. Earn points for wellness activities. Points can be used for gift cards or time off. Paid membership to local Rec Center
LONGMONT, CO	. City offers a variety of wellness programs for employees.
LOUISVILLE, CO	Using a Wellness Portal with quarterly incentives to drive wellness initiatives within the organization. Full time employees can earn up to \$400 per year for completing the Wellness Program
LOVELAND, CO	The City of Loveland has a medical clinic that is available free of charge to employees and their families on the City medical plans.

NEW CASTLE, CO	Participating employees can earn up to 16 additional hours off each year.
NORTHGLENN, CO	Unlimited. All employees have free access to SmartLiving Wellness Program, including fitness programs, brown bag lunches, team competitions, etc.
PARKER, CO	Free Recreation Center Membership for full-time employees, their spouse and dependent children.
ROCKY FORD, CO	50. Flu & Tetanus for all employees annually. Hepatitis A & B for Sewer & Garbage crews. Hepatitis B for all full-time classified employees as needed.
STEAMBOAT SPRINGS, CO	\$400. This is a stipend to off-set un-reimbursed medical expenses or for use for employee's recreation expenses
SUMMIT COUNTY, CO	Employees and Spouses/Domestic Partners of Employees can choose to voluntarily participate in Biometric Screening. For participating employees can earn \$250 plus an additional \$500 if certain health goals are met. Spouses earn \$125 for participating and can earn up to \$250 for goals met. This money is administered by TPA and can be used to copays, non-traditional medicine, prescriptions, etc.
SUPERIOR, CO	\$1,300/ year. Wellness Program: 50% of all paid wellness related costs reimbursed up to \$1,300 annually.
TELLURIDE, CO	Wellness program provided by Pinnacol Assurance; includes health risk assessment, coaching and activities during the year
WESTMINSTER, CO	\$20.00, \$40.00, or \$60.00 per month. Active members,non-smokers will recieve \$20,\$40,or \$60 per month reduction in health/dental premium; free rec center pass and discounted family rec membership; free/reduced cost health screenings, and education programs.
WHEAT RIDGE, CO	Employee must participate in health screening plus earn 16 points through participating in various wellness activities to receive 16 hours time-off.
WINDSOR, CO	Annual program - Biometric Screening every January, Turn in 7 of 12 Wellness tracking forms with activity points - gets you a December premium Holiday, several monthly activities to acquire points for mental, physical, spiritual and educational activities.
WINTER PARK, CO	\$500.00. All employees receive an annual wellness benefit of \$500 to use at their discretion for ski passes, health club memberships, etc. Additional wellness fairs also offered for biometrics testing, flu shots, reduced recreation pass, and other programs offered through our health provider

Workforce Composition	
Entity	Narrative
BLACK HAWK, CO	96 FTEs (20 Sworn Officers) 2 PT Seasonal
BROOMFIELD, CO	Incumbents as of 1/1/2012: DEPT FT PT ASSESSOR 8 0 C&C CLERK 17 2 CAO 7 0 CD 35 8 CMO 12 1 COURT 8 3 CR/LIBRARY 13 29 CR/RECREATION 27 276 FINANCE 24 8 HHS 76 15 HR 6 3 IT 14 0 POLICE 189 4 PW 133 9 There are 142 sworn police employees.
COMMERCE CITY, CO	Community Development: FT - 31 PT - 1 City Managers Office: FT - 20 PT - 0 Finance: FT - 32 PT - 0 Human Resources: FT - 7 Information Technology: FT - 14 PT - 1 Legal: FT - 4 PT - 0 Police: FT - 129 PT - 1 Parks Rec and Golf FT - 48 PT - 117 Public Works (includes Facilities & Fleet): FT - 50

**Colorado Municipal League**  
**Survey Contacts**  
**4/13/2020**

Entity	Contact	Phone	Email	Web	Population	FTEs	Budget
ALAMOSA	Jolene Webb	719-587-2029	jwebb@ci.alamosa.co.us	www.cityofalamosa.org	9,562	94	23,880,645
ARVADA	Rachel Bramblett	720987572	rbramblett@arvada.org	arvada.org	118,000	675	235,262,545
ASPEN	Alissa Farrell	970-920-5743	alissa.farrell@cityofaspen.com	www.aspenpitkin.com	6,500	282	94,184,525
AURORA	Dianna Giordano	303-739-7193	dgiordan@auroragov.org	www.auroragov.org	381,057	2,700	771,445,919
AVON	Karyne Spadi	(970) 748-4093	kspadi@avon.org	www.avon.org	6,500	87	25,502,818
BASALT	Christine Hamrick	970-279-4396	christy.hamrick@basalt.net		0	0	0
BENNETT	Trish Stiles	303-644-3249 ext. 1009	tstiles@bennett.co.us	www.townofbennett.org	2,623	27	4,290,230
BERTHOUD	Cindy Leach	970-532-2643	cleach@berthoud.org		8,925	39	43,000,000
BLACK HAWK	Gina Romero	303-582-2293	gromero@cityofblackhawk.org	www.cityofblackhawk.org	118	96	31,457,699
BLANCA	Rayna Sanchez	719-379-3461	blancaco@gojade.org	http://users.gojade.org/blancaco	385	4	230,845
BLUE RIVER	Michelle Eddy	970-547-0545	michelle@townofblueriver.org	https://www.colorado.gov/townofblueiver	917	7	1,208,029
BRECKENRIDGE	Dana Laverdiere	970-547-3159	danal@townofbreckenridge.com	www.townofbreckenridge.com	4,500	0	58,017,761
BRIGHTON	Laura Morris	303-655-2096	lmorris@brightonco.gov	www.brightonco.gov	36,000	318	54,021,679
BROOMFIELD	Amy Collins	303-438-6320	acollins@broomfield.org	www.broomfield.org	75,250	847	152,502,863
BRUSH	Loranda Packard	970-842-5001	lpackard@brushcolo.com	www.brushcolo.com	5,498	47	13,395,545
BUENA VISTA	Michelle Stoke	719-395-8643 ex 17	bvfinance@buenavistaco.gov		2,196	32	5,023,913
BURLINGTON	James Keehne	719-346-8652	jim.keehe@burlingtoncolo.com	burlingtoncolo.com	3,720	39	9,829,400
CANON CITY	Stephanie L Masse	719-276-5299	slmasse@canoncity.org	canoncity.org	16,000	138	23,122,330
CARBONDALE	Renae Gustine	970-510-1204	rgustine@carbondalecto.net	www.carbondalecto.gov	6,412	59	17,259,117
CASTLE ROCK	Mark Paul	720-733-2211	mpaul@crgov.com	www.CRgov.com	65,000	500	197,293,447
CEDAREDGE	Tammy Francis	970-856-3123 x 115	finmanager@cedaredgecolorado.com	www.cedaredgecolorado.com	2,300	24	4,003,721
CENTRAL CITY	Abigail Robbins	303-582-5251 ext. 104	financedir@cityofcentral.co		515	18	7,622,735
CHERRY HILLS VILLAGE	Kathryn Ducharme	303-783-2734	kducharme@cherryhillsvillage.com	www.cherryhillsvillage.com	6,100	46	12,472,451
COLORADO SPRINGS	Carissa Grade	719-385-5134	cgrade@springsgov.com	www.springsgov.com	473,984	2,462	536,123,836
COMMERCE CITY	Jen Lorenzen	303-289-3774	jlorenzen@c3gov.com	www.c3gov.com	54,869	326	0
CORTEZ	Debbie Speer	970-564-4019	dspeer@cityofcortez.com	cityofcortez.com	8,900	138	32,870,654
CRESTED BUTTE	Hilary French	970-349-5338	hfrench@crestedbutte-co.gov	www.townofcrestedbutte.com	1,525	48	17,733,489
CRESTONE	Allyson Ransom	719-256-4313	crestoneclerk@fairpoint.net	https://www.colorado.gov/pacific/townofcrestone	150	0	815,160
CRIPPLE CREEK	Carol Stotts	719-689-3469	cstotts@cripple-creek.co.us	www.cityofcripplecreek.com	1,189	76	10,479,955
DACONO	Kelly Stroh	303-833-2317x122	kstroh@cityofdacono.com	www.cityofdacono.com	5,000	30	8,160,000
DELTA	Kathy Drayer	(970) 874-7906	kathy@cityofdelta.net	www.cityofdelta.net	8,700	97	28,639,248
DELTA COUNTY					0	0	0
DENVER	Ryland Feno	7209135714	Ryland.Feno@denvergov.org	www.denvergov.org	704,621	15,396	2,450,000,000
DILLON	Carri McDonnell	970-262-3404	carrim@townofdillon.com	www.townofdillon.com	904	37	14,998,672
DURANGO	Crystal Twedt	970-375-5053	crystal.twedt@durangogov.org	www.durangogov.org	18,503	335	40,023,769
EATON	Jeff Schreier	970 454-3338	jeff@eatonco.org	www.colorado.gov/townofeaton	5,800	26	11,872,000
ENGLEWOOD	Hedia Gonzales	303-762-2371	hgonzales@englewoodgov.org	www.englewoodgov.org	30,255	420	42,126,719
ERIE	Alicia Melendez	303-926-2746	amelendez@erieco.gov	www.erieco.gov	25,000	190	54,650,000
ESTES PARK	Jackie Williamson	970-577-4775	jwilliamson@estes.org	www.estes.org	6,017	134	9,898,297
EVANS	Julie Tymkowych	(970) 475-1161	jtymkowych@evanscolorado.gov	www.evanscolorado.gov	21,000	0	25,994
FEDERAL HEIGHTS	Chanda Johnson	303-412-3520	cjohnson@fedheights.org	www.fedheights.org	12,065	86	15,000,000
FIRESTONE	Jan Sloat	720-508-4126	jsloat@firestoneco.gov	www.firestoneco.gov	15,300	90	31,843,032
FLORENCE	Mike Patterson	719-784-4848 ext 222	mike.patterson@florencecolorado.org	florenceco.govoffice2.com	3,881	47	7,400,000
FORT COLLINS	Steve Engemoen	970-416-2846	sengemoen@fcgov.com	www.fcgov.com	167,500	0	619,422,602
FORT LUPTON	Laura Howe	303-857-6694	lhowe@fortluptonco.gov	www.fortluptonco.gov	8,163	0	57,126,206
FORT MORGAN	Susan Kurk	970-542-3974	susan.kurk@cityoffortmorgan.com	www.cityoffortmorgan.com	11,500	150	79,784,688
FOUNTAIN	Janette Arellano	719-393-4923	jarellano@fountaincolorado.org	www.fountaincolorado.org	29,747	250	66,909,320
FREDERICK	Lauren Mueller	720-382-5571	lmuel@frederickco.gov	www.frederickco.gov	12,000	70	60,000,000
FRISCO	Loli Respini Pollard	970-668-9135	lolir@townoffrisco.com	www.townoffrisco.com	2,800	98	13,080,948
FRUITA	Odette Brach	(970)858-8373	obrach@fruita.org	www.fruita.org	12,646	71	22,047,056
GEORGETOWN	Mary Sims	303-569-2555 ext 4	towntreas@townofgeorgetown.us	www.town.georgetown.co.us	1,096	12	1,897,098
GILCREST	Gail Odenbaugh	9707372426	gail@townofgilcrest.org	townofgilcrest.org	1,070	5	1,608,594
GLENDALE	Linda Cassaday	303 639 4702	lcassaday@glendale.co.us	www.glendale.co.us	4,800	80	31,500,000
GLENWOOD SPRINGS	Dana Peterson	970-384-6429	dana.peterson@cogs.us	www.cogs.us	9,250	180	91,663,600
GOLDEN	Teresa Reilly	303-384-8017	treilly@cityofgolden.net	www.cityofgolden.net	20,000	222	75,000,000
GRANBY	Sharon Spurlin	970-887-2501	sspurlin@townofgranby.com		2,002	23	4,732,646
GRAND JUNCTION	Shelley Caskey	970-244-1492	shelleyc@gjcity.org	www.gjcity.org	60,317	652	178,500,000
GRAND LAKE	Erin Ackerman	970 627 3435	gltreasurer@townofgrandlake.com	www.townofgrandlake.com	471	14	7,298,718
GREELEY	Chelsea Martens	970-350-9706	chelsea.martens@greeleygov.com		95,288	874	170,188,692
GREEN MOUNTAIN FALLS	Angie Sprang	719-684-9414	manager@gmfc.us	www.gmfc.us	870	3	583,600
GREENWOOD VILLAGE	Kari May	303-486-5744	kmay@greenwoodvillage.com	greenwoodvillage.com	15,801	229	0
GUNNISON	Ben Cowan	970-641-8162	bcowan@gunnisonco.gov	www.GunnisonCo.gov	6,530	90	28,586,444
GUNNISON COUNTY	Cheryl Seling	970-641-7962	cseling@gunnisoncounty.org	www.gunnisoncounty.org	16,408	197	0
GYPSON	Frances Barela	970-524-1724	frances@townofgypsum.com	www.townofgypsum.com	7,000	44	16,902,795
HAXTUN	Karie Wilson	970-774-6104	haxtunco@pctelcom.coop		946	10	2,796,175
HAYDEN	Sharon Johnson	970-276-3741	sharon.johnson@haydencolorado.org	www.haydencolorado.org	1,932	18	0
HOTCHKISS	Marlene Searle	(970) 872-3663	clerk@townofhotchkiss.com		1,008	9	1,111,061

IDAHO SPRINGS	Andy Marsh	303-567-4421	admin@idahospringsco.com		1,717	23	0
IGNACIO	Diana Briar	970-563-9494	dbriar@townofignacio.com	www.townofignacio.com	890	15	1,500,000
KERSEY	Julie Piper	970-353-1681	jpiper@kerseygov.com	kerseygov.com	1,550	14	8,435,916
KIOWA	Sara Potter	303-621-2366	spotter@townofkiowa.com	www.townofkiowa.com	782	3	777,313
KREMLING	Joanna Eaton	970-724-3249	townclerk@townofkremmling.org	www.townofkremmling.org	1,500	8	0
LA JUNTA	Rick Klein	719-384-2578	rklein@ci.la-junta.co.us		7,290	120	25,074,000
LAFAYETTE	Penny Ford	303-661-1250	pennyf@cityoflafayette.com	www.cityoflafayette.com	29,934	203	88,829,573
LAKE CITY	Jamie Turrentine	970-944-2333	jamieturrentine@townoflakecity.co	www.townoflakecity.us	380	5	2,995,327
LAKEWOOD	Diane Peet	303-987-7720	diapet@lakewood.org	www.lakewood.org	155,626	895	205,825,591
LAMAR	Margaret Saldana	719-336-1366	margaret.saldana@ci.lamar.co.us	www.ci.lamar.co.us	7,391	145	31,314,823
LARKSPUR	Mayor Marvin Cardenas	303-681-2324	mcardenas@townofarkspur.org	www.townofarkspur.org	185	5	0
LASALLE	Kim Coleman	970-284-6931	kcoleman@lasalletown.com	www.lasalletown.com	1,943	15	2,272,527
LAVETA	Laurie Erwin	(719) 742-3631	laurieerwin@townoflaveta-co.gov		924	7	0
LEADVILLE	Sarah Dallas	719-486-2092	adminservices@leadville-co.gov		2,800	30	1,925,587
LONE TREE	Rebecca Jones	7205091278	rebecca.jones@cityoflonetree.com	www.cityoflonetree.com	13,806	117	26,700,000
LONGMONT	Joanne Zeas	303-651-8605	joanne.zeas@longmontcolorado.gov	www.ci.longmont.co.us	97,530	944	352
LOUISVILLE	Kathleen Hix	303-335-4720	KathleenH@Louisvilleco.gov	www.Louisvilleco.gov	18,376	298	53,285,430
LOVELAND	Karen Rees	970 962-2375	karen.rees@cityofloveland.org	www.cityofloveland.org	75,019	704	311,422,903
LYONS	Dolores Vasquez	303-823-6622	dvasquez@townoflyons.com		2,033	22	0
MANCOS	Heather Alvarez	970-533-7725	halvarez@mancoscolorado.com	www.mancoscolorado.com	1,243	11	819,000
MANITOU SPRINGS	Sarah Borkowski	719-685-2627	cpshr@coms.gov	www.manitousprings-co.gov	5,000	73	16,486,784
MEAD	Lindsey Lostroh	970-535-4477	llostroh@townofmead.org	townofmead.org	4,000	25	0
MEEKER	Lisa Cook	970-878-4962	lisa@town.meeke.co.us	townofmeeke.org	2,456	19	4,108,141
MINTURN	Jay Brunvand	970-827-5645	treasurer@minturn.org		1,037	9	2,750,000
MONTE VISTA	Bob Gill	719-852-5926 Ext 109	hrmanager@ci.monte-vista.co.us	www.ci.monte-vista.co.us	4,444	40	8,038,856
MONTROSE	Lisa Kuczmarski	970-240-1454	lkuczmarski@ci.montrose.co.us		19,369	178	58,000,000
MONUMENT	PAMELA SMITH	719-884-8045	Psmith@tomgov.org	townofmonument.org	7,000	50	15,000,000
MORRISON	KARA Winters	303-697-8749	clerk@town.morrison.co.us	www.town.morrison.co.us	430	21	3,992,745
MOUNTAIN VILLAGE	Sue Kunz	970-369-6412	skunz@mtnvillage.org	www.townofmountainvillage.com	2,300	130	39,005,737
MT. CRESTED BUTTE	Jill Lindros	(970) 349-6632	finance@mtcrestedbutte-co.gov	www.mtcrestedbuttecolorado.us	902	23	0
NEW CASTLE	Loni Burk	970-984-2311	lburk@newcastlecolorado.org	www.newcastlecolorado.org	4,500	30	5,541,134
NORTHGLENN	Christine Rucobo	303-450-8734	crucobo@northglenn.org	www.northglenn.org	38,648	0	113,379,104
OURAY	Rebecca Fritz	970-325-7062	fritzr@cityofouray.com	www.cityofouray.com	1,093	26	10,236,100
PAGOSA SPRINGS	April Hessman	970-264-4151 ext 237	ahessman@pagosasprings.co.gov	www.townofpagosasprings.com	1,770	41	8,223,000
PALISADE	Travis Boyd	970-464-5602	tboyd@townofpalisade.org		3,031	25	14,700,000
PAONIA	Cindy Jones	970-527-4101	finance@townofpaonia.com	www.townofpaonia.com	1,433	15	3,095,447
PARACHUTE	Lucy Cordova	(970) 285-7630 EX 104	lcordova@parachutecolorado.com	parachutecolorado.com	1,085	16	1,754,707
PARKER	Randi Krebsbach	303-805-3110	rkrebsbach@parkeronline.org	www.parkeronline.org	52,000	303	129,000,000
PLATTEVILLE	Troy Renken	970-785-2245	trenken@plattevillegov.org	http://plattevillegov.org	2,779	26	6,317,260
PONCHA SPRINGS	Diana Heeney	719-539-6882	clerk@ponchaspringscolorado.us	ponchaspringscolorado.us	744	4	1,456,000
PUEBLO	Butch Batchelder	7195532629	BBatchelder@pueblo.us	www.pueblo.us	111,127	673	95,357,047
RANGELY	Marybel Cox	970-675-8476	mcox@rangelyco.gov	www.rangely.com	2,100	32	10,503,463
RIDGWAY	Karen Christian	970-626-5308	kchristian@town.ridgway.co.us	www.town.ridgway.co.us	1,000	0	4,776,515
RIFLE	Danielle Hogan	(970) 665-6403	dhogan@rifeco.org	www.rifeco.org	7,500	86	7,000,000
ROCKY FORD	Cheryl Grasmick	719-254-7414	cgrasmick@ci.rocky-ford.co.us	www.rockyfordcolo.com	4,286	37	6,425,374
RYE	Susanna Anderson	719-489-2011	rye.town.clerk@gmail.com		200	3	0
SAGUACHE	Iris Garcia	719-655-2232	townclerk@centurytel.net		485	4	155,060
SALIDA	Drew Nelson	719-530-2629	drew.nelson@cityofsalida.com	www.cityofsalida.com	5,581	70	24,988,200
SEVERANCE	Lindsay Radcliff-Coombes	9706858093	lcoombes@townofseverance.org	https://townofseverance.org/	8,000	33	24,400,000
SHERIDAN	Heather Moore	303-762-2200	HMoore@ci.sheridan.co.us		5,664	46	10,276,263
SILT	Amie Tucker	970-876-2353	atucker@townofsilt.org	www.townofsilt.org	3,010	25	3,195,378
SILVERTHORNE	Sarah Thompson	970-262-7307	SThompson@silverthorne.org	www.silverthorne.org	4,031	95	14,000,000
SNOWMASS VILLAGE	SUZANNE SIFUENTES	970-923-3796	ssifuentes@tosv.com		2,826	125	26,906,706
SOUTH FORK	Mary Grace Garcia	719-873-0152	financemanager@southfork.org	www.colorado.gov/southforkcolorado	376	7	806,801
SPRINGFIELD	Merna McGinnis	719-523-4528	sptownclerk@gmail.com	www.springfieldcolorado.org	1,451	15	5,079,730
STEAMBOAT SPRINGS	Wendy Friden	970-871-8221	wfriden@steamboatsprings.net	www.steamboatsprings.net	12,088	254	46,271,468
STERLING	Robert L. Brown	970-522-9700	brown@sterlingcolo.com	www.sterlingcolo.com	14,777	151	29,060,549
SUMMIT COUNTY	Molly Boyd	970-453-3459	mollyb@co.summit.co.us	www.co.summit.co.us	28,000	501	83,566,000
SUPERIOR	Nadine A. Smith	303-499-3675	nadines@superiorcolorado.gov	www.superiorcolorado.gov	12,000	33	47,590,802
TELLURIDE	Diane Kipfer	970-728-2151	dkipfer@telluride-co.gov	www.telluride-co.gov	2,400	81	41,277,465
THORNTON	Shelley Duchlinski	303-538-7589	shelley.duchlinski@cityofthornton.net	www.cityofthornton.net	143,788	1,080	322,477,092
TIMNATH	Dezire Sanchez	970-224-3211 Ext. 20	dsanchez@timnathgov.com	timnathgov.com	3,000	13	30,289,099
TRINIDAD	Dona Valencich	719-846-9843	dona.valencich@trinidad.co.gov		9,000	160	51,149,275
VAIL	Albert Zamora	970-479-2118	azamora@vailgov.com	www.vailgov.com	5,000	273	0
WALSENBURG	Angelia Cobble	719-6951034	acobble@cityofwalsenburg.com	www.cityofwalsenburg.com	2,960	28	6,500,000
WELLINGTON	Lory Woodruff	970-962-9597	woodrulo@wellingtoncolorado.gov	http://wellingtoncolorado.gov/	11,000	35	0
WESTCLIFFE	Kathy Reis	719-783-2282	townclerk@townofwestcliffe.com	townofwestcliffe.com	568	2	567,044
WESTMINSTER	Marie Martinez	303-658-2353	mmartine@cityofwestminster.us	www.cityofwestminster.us	113,130	1,062	325,727,483
WHEAT RIDGE	Michael Clasen	303-235-2887	mclasen@ci.wheatridge.co.us	www.ci.wheatridge.co.us	30,500	227	27,760,611
WIGGINS					1,100	11	0
WINDSOR	Bradley Sorenson	970-674-2493	bsorenson@windsorgov.com	www.windsorgov.com	26,105	161	56,148,000
WINTER PARK	Lizbeth Lemley	9707268801204	llelley@wpgov.com	www.wpgov.com	1,000	38	34,752,396
WOODLAND PARK	Amy Jacob	719.687.5223	ajacob@city-woodlandpark.org	city-woodlandpark.org	8,200	94	21,838,725
YUMA	Scott Moore	970-848-3878	r.moore@yumacolo.org	yumacolo.org	3,520	36	10,623,579