

**CITY OF RIFLE, COLORADO
RESOLUTION NO. 10
SERIES OF 2022**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIFLE,
COLORADO, APPROVING THE MARKET-BASED PAY POLICIES AND
PRACTICES RECOMMENDED PURSUANT TO THE 2022
COMPENSATION PLAN.

WHEREAS, in 2022, the City of Rifle commissioned a Compensation Market Salary Survey and Plan prepared by Graves Consulting to review the City's employee compensation; and

WHEREAS, following the findings and determinations of the Compensation Market Salary Survey and Plan, the City established Pay Policies and Practices consistent with the recommendations of the consultant from Graves Consulting; and

WHEREAS, the Rifle City Council desires to approve of the Pay Policies and Practices and to adopt the same as the compensation plan of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF RIFLE, COLORADO, THAT:

1. The City Council incorporates the foregoing recitals as conclusions, facts, determinations, and findings by the City Council.

2. The Pay Policies and Practices attached as **Exhibit A**, incorporated herein by this reference, are hereby approved and adopted as the City of Rifle employee compensation plan.

THIS RESOLUTION was read, passed, and adopted by the Rifle City Council at a regular meeting held this 17th day of August 2022.

CITY OF RIFLE, COLORADO

By _____

Mayor

ATTEST:

City Clerk



City of Rifle
 2022 Compensation Study
 Graves Consulting
 ESM/AKM 7/5/22

Proposed Pay Scale for General Government

Grade	5% A	5% B	4.5% C	4% D	3% E	3% F	3% G	3% Maximum
200	\$ 33,280	\$ 34,944	\$ 38,342	\$ 39,876	\$ 41,072	\$ 42,304	\$ 43,574	\$ 44,881
300	\$ 35,942	\$ 37,740	\$ 41,410	\$ 43,066	\$ 44,358	\$ 45,689	\$ 47,059	\$ 48,471
400	\$ 38,818	\$ 40,759	\$ 44,722	\$ 46,511	\$ 47,907	\$ 49,344	\$ 50,824	\$ 52,349
500	\$ 41,923	\$ 44,019	\$ 48,300	\$ 50,232	\$ 51,739	\$ 53,291	\$ 54,890	\$ 56,537
600	\$ 45,277	\$ 47,541	\$ 52,164	\$ 54,251	\$ 55,878	\$ 57,555	\$ 59,281	\$ 61,060
700	\$ 48,899	\$ 51,344	\$ 56,337	\$ 58,591	\$ 60,349	\$ 62,159	\$ 64,024	\$ 65,945
800	\$ 52,811	\$ 55,452	\$ 60,844	\$ 63,278	\$ 65,177	\$ 67,132	\$ 69,146	\$ 71,220
900	\$ 57,036	\$ 59,888	\$ 65,712	\$ 68,340	\$ 70,391	\$ 72,502	\$ 74,677	\$ 76,918
1000	\$ 61,599	\$ 64,679	\$ 70,969	\$ 73,808	\$ 76,022	\$ 78,303	\$ 80,652	\$ 83,071
1100	\$ 66,527	\$ 69,853	\$ 76,646	\$ 79,712	\$ 82,104	\$ 84,567	\$ 87,104	\$ 89,717
1200	\$ 71,849	\$ 75,441	\$ 82,778	\$ 86,089	\$ 88,672	\$ 91,332	\$ 94,072	\$ 96,894
1300	\$ 77,597	\$ 81,477	\$ 89,400	\$ 92,976	\$ 95,766	\$ 98,639	\$ 101,598	\$ 104,646
1400	\$ 83,805	\$ 87,995	\$ 96,552	\$ 100,415	\$ 103,427	\$ 106,530	\$ 109,726	\$ 113,017
1500	\$ 90,509	\$ 95,035	\$ 104,277	\$ 108,448	\$ 111,701	\$ 115,052	\$ 118,504	\$ 122,059
1600	\$ 97,750	\$ 102,637	\$ 112,619	\$ 117,124	\$ 120,637	\$ 124,256	\$ 127,984	\$ 131,824
1700	\$ 105,570	\$ 110,848	\$ 121,628	\$ 126,493	\$ 130,288	\$ 134,197	\$ 138,223	\$ 142,369
1800	\$ 114,015	\$ 119,716	\$ 131,359	\$ 136,613	\$ 140,711	\$ 144,933	\$ 149,281	\$ 153,759
1900	\$ 123,137	\$ 129,293	\$ 141,867	\$ 147,542	\$ 151,968	\$ 156,527	\$ 161,223	\$ 166,060
2000	\$ 132,988	\$ 139,637	\$ 153,217	\$ 159,345	\$ 164,126	\$ 169,049	\$ 174,121	\$ 179,344

City of Rifle
 2022 Compensation Study
 Graves Consulting
 ESM/AKM 7/5/22 and 7/16/22, 7/28/22

Proposed Pay Scale for Sworn Police Personnel

Grade	Minimum	5.5%					4.5%					4.0%					Maximum
		A	B	C	D	E	F	G	H	I	J	K	L	M			
PD 300	\$ 61,100	\$ 64,461	\$ 67,684	\$ 70,729	\$ 73,912	\$ 77,238	\$ 80,328	\$ 83,541								Police Officer	
PD 400		\$ 72,004	\$ 75,244	\$ 78,630	\$ 82,169	\$ 85,455	\$ 88,873								Corporal		
PD 500		\$ 79,980	\$ 83,579	\$ 87,340	\$ 91,270	\$ 94,921	\$ 98,718								Sergeant		