

RESOLUTION 2024-08
NORTH FORK POOL, PARK AND RECREATION DISTRICT,

RESOLUTION OF THE BOARD OF DIRECTORS
OF THE NORTH FORK POOL, PARK AND RECREATION DISTRICT
ESTABLISHING PAY BANDS BY POSITION

WHEREAS, Equal Pay Transparency Rules (“EPT Rules” or “Rules”) implement and enforce Part 2 (“Transparency in Pay and Opportunities for Promotion and Advancement”) of the Equal Pay for Equal Work Act, Colorado Revised Statutes (“C.R.S.”), Title 8, Article 5, Part 2 (C.R.S. §§ 8-5-201 to 8-5-203) (2021).

WHEREAS, the Board of Directors of the NORTH FORK POOL, PARK AND RECREATION DISTRICT determines wages, by position, each year.

WHEREAS, wages are calculated adhering to policies identified in the Policies manual.

WHEREAS, the Districts uses Pay Bands, established by position, to identify a rate range, with a lower, middle and upper salary. It establishes what an employee with a specific job grade can be paid in that position, while still giving the District the freedom to differentiate that salary, based on experience, individual performance and geography.

NOW, THEREFORE, BE IT RESOLVED, effective February 12, 2024, that the Board of Directors of the North Fork Pool, Park and Recreation District, Colorado hereby approves and adopts the attached schedule of Pay Bands, by position.

APPROVED AND ADOPTED, this 12th day of February, A.D., 2024.

NORTH FORK POOL, PARK AND RECREATION DISTRICT

By: Rebecca Ela
Rebecca Ela, President, Board of Directors*

ATTEST": Sven Edstrom
Sven Edstrom, Vice-President, Board of Directors*

*Original signatures on file at District Office at 333 Miners Way, Hotchkiss CO 81419

Position	Yr	Recommended Pay Band
District Administrator (national average supervisor should be 25% above direct reports)		\$38.00 - \$56.00
Facilities Manager		\$25.00 - \$32.00
Facilities Technician		\$15.00 - \$21.00
Program Coordinator (national average supervisor should be 25% above direct reports)		\$22.00 - \$35.77
Program Leader		\$15.08 - \$20.52
Aquatics Manager formerly titled Pool Manager (national average supervisor should be 25% above direct reports)		\$22.90 - \$32.40
Assistant Pool Manager (national average supervisor should be 25% above direct reports)		\$18.50 - \$20.20
Customer Service Attendant		\$14.42 - \$16.00
Lead Lifeguard		\$16.15 - \$18.50
Lead Lifeguard	1	
Lead Lifeguard	2	
Lead Lifeguard	3	
Lead Lifeguard	4+	
Lifeguard		\$14.42 - \$16.15
Lifeguard	1	
Lifeguard	2	
Lifeguard	3	
Lifeguard	4+	
Water Safety Supervisor (national average supervisor should be 25% above direct reports)		\$17.00 - \$19.00

Position	Yr	Recommended Pay Band
Water Aerobics Instructor		\$17.00 - \$20.52
Water Safety Instructor		\$15.17 - \$16.50
WSI	1	
WSI	2	
WSI	3	
WSI	4+	
WSI Aide		N/A
Pool Bus Driver		\$18.45 - \$33.48