

Colorado 2022 Salary Ranges & Merit Increases



Salary Ranges Effective January 12th, 2022

Job Title	Minimum	Midpoint	Maximum
Team Member	\$13.25	\$13.65	\$14.00
Shift Lead	\$17.00	\$18.00	\$19.00
AGM	\$22.00	\$23.00	\$24.00
GM	\$60,000	\$67,500	\$75,000

GM & AGM Merit Increase Guidelines

Performance Evaluations Completed Annually. RGM due March 1st, AGM due March 1st

	% of Midpoint	% of Midpoint	% of Midpoint	% of Midpoint
Rating	<90.0	90-99.9	100-109.9	110-120+
AT- Above Target	6.5%	6.0%	5.0%	3.5%
OT- On Target	5.0%	4.0%	3.0%	2.0%
BT- Below Target	0.0%	0.0%	0.0%	0.0%



Shift Lead Merit Increase Guidelines

Performance Evaluations completed semi-annually April 1st and October 1st

	% of Midpoint	% of Midpoint	% of Midpoint	% of Midpoint
Rating	<90.0	90-99.9	100-109.9	110-120+
AT- Above Target	5.0%	4.0%	2.5%	2.0%
OT- On Target	4.0%	3.0%	2.0%	1.0%
BT - Below Target	0.0%	0.0%	0.0%	0.0%

Team Member Merit Increase Guidelines

Performance Evaluations completed annually due July 1st.

	Performance Standard	Recommended Wage Increase
4= Above Target (AT)	Performance frequently above expectations	Up to \$0.25
3= On Target (OT)	Performance consistently meets expectations	Up to \$0.20
1& 2= Below Target (BT)	Performance frequently below expectations	\$0.00



Promotion	Pay Change
Team Member to Shift Lead	10% or to minimum, whichever is greater
Shift Lead to Assistant Manager	10% or to minimum, whichever is greater
Assistant Manager to General Manager	10% or to minimum, whichever is greater
General Manager to Area Coach	10% or to minimum, whichever is greater

Pay increases are rewarded for satisfactory performance evaluations or promotion. If you are interested in a promotion, speak to your General Manager, Area Coach, or Human Resources.