

**RESOLUTION OF THE TOWN COUNCIL OF BASALT, COLORADO, RELATED TO
THE IMPLEMENTATION OF THE 2014 RECOMMENDED PAY PLAN**

Town of Basalt, Colorado

Resolution No. 55

Series of 2013

RECITALS

1. The Town of Basalt provides many basic services that promote the health, safety, and welfare of the citizens of the community. Many of those services are provided directly by the Town's employees.
2. The Town of Basalt believes that our employees are critical to providing good quality services that are delivered in both an efficient and effective manner.
3. The Town of Basalt believes that in order to maintain a high caliber and highly motivated workforce it's important to provide a competitive salary structure.
4. The Town of Basalt believes it's important to periodically survey the marketplace to make sure that the town is paying it's employees an appropriate set of wages and benefits.

NOW, THEREFORE, BE IT RESOLVED by the Basalt Town Council of Basalt, Colorado, as follows:

Section 1. The Town Manager in accordance with the Town's Personnel Policy has engaged Mountain States Employers Council (MSEC) to conduct a survey.

Section 2. The Town Manager will be providing the Town Council with the results of that survey and the proposed salary ranges for 2014 per the requirements outlined in the Town's Personnel Policy.

Section 3. The Town Manager is recommending that the Town follow a four-part strategy in adjusting Town Employees salaries. This strategy would allow us to pay people appropriately for the jobs they do and the expertise they bring to the work place. The strategy is as follows

- All employees below the minimum of their range will be increased to the bottom. In the case of the Police Department where this problem is prevalent there will also be a tenure increase granted for years of service.
- Any employees that attains at least two of these criteria -- at least 10 years of service with the Town, 20 years of service in their profession or local government

and a Certification/Degree in their field will be paid at the mid-point of their range if not already there. This criteria is called 10/20/C.

- Any employee whose current pay exceeds the minimum and who also exceeds the mid-point based on the 10/20/C criteria will be eligible for 2.6% increase on January 1, 2014.
- Any employee whose current pay exceeds the maximum will be eligible for 2.6% bonus pay which will be made in two parts. Part one will be paid on the first paycheck of January, 2014 and part two will be paid on the first paycheck of July 1, 2014.
(Note: you are only eligible for one of these adjustments – there is no combination adjustment given.)

Section 4. The only employee excluded from these adjustments is the Town Manager whose salary and benefits will be reviewed as part of his 2013 Performance Appraisal in early December.

Section 5. The impact of these adjustments on salaries have already been included in the 2014 Budget and are summarized on a Service Level basis as follows,

Public Safety - \$58,629 (Wages) \$5,862 (Taxes/WC/UI)
Administration - \$37,042 (Wages) \$3,704 (Taxes/WC/UI)
Public Works - \$15,054 (Wages) \$1,504 (Taxes/WC/UI)

Total Budgetary Impact **(\$121,795)**

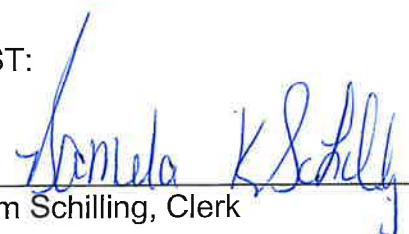
This represents an adjustment of **4.8%** in the wage base over the current year.

READ AND ADOPTED by a vote of 7 to 0 on October ²²~~18~~th, 2013.

TOWN OF BASALT, COLORADO

By: 
Jacques R. Whitsitt, Mayor

ATTEST:

By: 
Pam Schilling, Clerk

