

TOWN OF GRANBY

Board of Trustees

MEETING DATE: DECEMBER 8, 2020

- Consent Agenda
- Resolution or Ordinance
- Citizen Requests
- Public Hearing
- Committee/Staff Reports:
- TOWN CLERK
- FINANCE DIRECTOR
- BUILDINGS AND STREETS
- ECONOMIC DEVELOPMENT
- PUBLIC SAFETY
- RECREATION
- WATER DEPARTMENTS
- MAYOR
- TOWN MANAGER
- TOWN ATTORNEY
- Other
- Executive Session
- Workshop

TIME OF AGENDA ITEM: 7:25 PM

Agenda Request No. NB 7

MEETING TO BE HELD AT:
Town Hall, Zero Jasper Avenue
Granby, CO 80446

(7) RESOLUTION 2020-12-08B, A RESOLUTION ESTABLISHING AN INCREASE IN WAGES FOR TOWN OF GRANBY EMPLOYEES FOR FISCAL YEAR 2021 / TOWN MANAGER
7:25 PM

MEMO



To: Mayor and Board of Trustees
From: Ted Cherry, Town Manager
Cc: Deb Hess, Town Clerk
Date: 12.08.2020
Re: FY2021 employee wage increase resolution

Summary: in the FY2021 budget funding has been allocated for wages for each employee as well as a raise in wages for employees. To take a conservative approach to spending, wages were estimated with a 5% increase. While this is not what will be proposed, the additional cushion on expenses will be helpful to the budget.

The proposal for wage increase would be two-fold. The first would involve a cost of living increase of 2% for all employees. Second would have up to an additional 2% merit increase for an employee based on the employee's evaluation. The total would be an up to 4% increase in wage, but this is unlikely to happen as the employee would have to score exceptionally on all aspects of their review. It is expected that employees would total anywhere from 3.2% to 3.5% increases. The Town Manager would be given authority on those employees with less than 6 months of work performance with the Town.

This proposed increase was presented to the admin committee and they agreed. The resolution attached would need to be passed. By splitting increases in this way it ensures employees are being held accountable to their performance measures in their job descriptions.

From research done, these increases will fall in line with other sectors and government entities.

As an update the Town Manager would expect to bring forth new wage ranges and job descriptions to the Board in January for their adoption.

Financial Impact: Budgeted amounts for increase in wages

Recommendation: Manager would recommend a 2% COLA and up to 2% Merit increase for employees.

**TOWN OF GRANBY
BOARD OF TRUSTEES
RESOLUTION 2020-12-08_____**

A RESOLUTION ESTABLISHING AN INCREASE IN WAGES FOR TOWN OF GRANBY EMPLOYEES FOR FISCAL YEAR 2021

WHEREAS, The Town of Granby employs a number of people who help to ensure the smooth operations of the Town, and

WHEREAS, The Town of Granby has developed a wage range for employees set in 2017, and

WHEREAS, this wage range is out of date, but employees still need to be compensated fairly, and

WHEREAS, the Granby Town Board of Trustees deems it necessary and prudent to adopt a metric based and cost of living based increase for wages for fiscal year 2021,

NOW THEREFORE BE IT ORDAINED BY THE BOARD OF TRUSTEES OF THE TOWN OF GRANBY THAT EMPLOYEE COMPENSATION SHALL BE INCREASED FOR FISCAL YEAR 2021 FOLLOWING THE REGULATIONS SET FORTH HERE

1. Employee wages shall be increased by a 2% cost of living increase
2. Employee wages may be increased by an additional up to 2% based on their performance evaluation
3. The Town Manager shall have the authority to define the metrics of an increase based on the employee's performance evaluation
4. The Town Manager shall have the authority to define the metrics of a total increase for those employees with less than 6 months of work experience with the Town of Granby.

INTRODUCED, PASSED AND ADOPTED AT THE REGULAR MEETING OF THE BOARD OF TRUSTEES OF THE TOWN OF GRANBY THIS 8th DAY OF DECEMBER, 2020.

Votes Approving: _____
Votes Opposed: _____
Absent: _____
Abstained: _____

ATTEST:

**BOARD OF TRUSTEES OF THE
TOWN OF GRANBY, COLORADO**

Deborah K. Hess, CMC
Town Clerk

By: _____
Josh Hardy
Mayor