

December 13, 2011

The City Council of the City of Fort Morgan, Colorado, met this day in the Council Chambers of City Hall. The Honorable Mayor Terry L. McAlister called the special meeting to order at 6:00 p.m.

The Pledge of Allegiance was given.

Roll Call: Present: Honorable Mayor Terry L. McAlister
Councilmember Scott Bryan
Councilmember Sharol Lyn Deal
Councilmember Debra J. Forstedt
Councilmember Brent M. Nation
Councilmember James A. Powers
Councilmember Ronald Shaver

The meeting was also attended by City Attorney/Acting City Manager Jeffrey Wells, Police Chief Keith Kuretich, Municipal Engineer Brad Curtis, Community Development Director David Callahan, Director of Human Resources & Risk Management Michael Boyer, Interim Treasurer Christina Bostron, Human Resources Coordinator Cheryl Winberg, Municipal Court Administrator Christina Thyne and City Clerk John Brennan.

PRESENTATION OF CITY EMPLOYEE SALARY AND BENEFITS SURVEYS COMPLETED BY THE MOUNTAIN STATES EMPLOYERS COUNCIL

Acting City Manager/City Attorney Jeff Wells explained the these surveys were in process for a number of months and were very thorough and detailed, with a goal of evaluating where city employees stand in relation to other employers in total compensation, which includes not only pay and benefits but intangibles like work environment. He said the surveys would provide the council and management with the tools needed to attract and retain talented people and provide the best services possible for residents.

Human Resources and Risk Management Director Michael Boyer then introduced Nicki Aggers and Candy Siderius of Mountain States Employers Council, who reviewed the process and methodology of the surveys and answered council questions.

Aggers said the process involved working closely with the city's management team to develop the city's pay philosophy, match city jobs to job descriptions included in the survey data, establish a hierarchy of jobs within the city and assign salary ranges for city jobs. Wells noted this was done carefully to ensure staff and the consultants were looking at job descriptions and not the skills or duties of the individuals who might currently hold a specific job.

Wells said approximately two-thirds of city workers were currently paid at or above the market ranges for their jobs, and the next step would be to develop a plan to adjust the salaries of those who are below the range. He said employee costs are continually rising while city revenues have been essentially flat for the last 10 years, so what the city can afford to pay to bring workers up to the proper market range will be an issue.

Sederius then reviewed the separate survey of the city's various benefits, such as health insurance, vacation time and other benefits, and how those compared to other entities surveyed, including private and public employers. She said some city benefits exceed the market average while others lag, and it is difficult to compare the entire package. She said city officials need to look at each benefit individually in terms of its cost to the city and the perceived values of the benefits by employees.

Wells noted that the city must consider its total compensation, and some council members wondered whether the data in the survey could be skewed by the inclusion of large metro areas and resort cities and towns, which may have higher pay but also have higher costs of living. The consultants said it had been decided to use all the data available for all Colorado employers to find the most useful market averages.

Council members also asked for other data on cost of living comparisons and turnover rates to give a more clear picture of the city's compensation status.

Wells said the goal was to find out where city compensation stood in relation to the market, because the city wants to be competitive and able to attract the best talent possible.

Mayor McAlister adjourned the December 13, 2011, special meeting at 7:48 p.m.

/s/ Terry L. McAlister
Mayor

/s/ John J. Brennan
City Clerk