

## RESOLUTION NO. 2018-08-04

### ACCEPTING THE SALARY SURVEY RESULTS AND APPROVING THE NEW SALARY GRADE PLAN TO BE EFFECTIVE JANUARY 1, 2019 AND APPROVAL OF EXPENDITURES TO MAKE THE PAY ADJUSTMENTS AND MERIT INCREASES UNDER THE PLAN

**WHEREAS**, The City of Fort Morgan ("City") recognizes the need to be competitive as an employer in order to recruit and retain qualified employees; and

**WHEREAS**, the City retained the Employer's Council to develop a job classification process for the objective evaluation of the proper salary grades for all full-time City employees; and

**WHEREAS**, the Employer's Council recommended an adjustment to the City's salary grade plan to allow for internal equity between positions, assist in alleviating salary compression issues, and provide for external competitiveness; and

**WHEREAS**, the City reviewed its current compensation plan to ascertain if it is competitive with other public sector employers, and found that a new compensation plan was essential if it was to remain a competitive employer; and

**WHEREAS**, the City further finds that pay adjustments and merit increases shall be implemented on January 1, 2019 in accordance with the salary survey.

### NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FORT MORGAN, COLORADO:

**SEC. 1:** The City Council hereby approves of the new salary grade plan to be effective January 1, 2019 and approves expenditures to make the pay adjustments and merit increases in accordance with the salary survey as reflected in Exhibit A.

INTRODUCED, PASSED, APPROVED AND ADOPTED this 21<sup>st</sup> day of August 2018, the vote upon roll call being as follows:

Ayes: Mayor Ronald Shaver, Councilmembers Anderson, Howe, Lindell, Marler, Northrup and Schossow

Nays: None



THE CITY COUNCIL OF THE CITY OF  
FORT MORGAN, COLORADO

BY: Ronald Shaver  
Ronald Shaver, Mayor

ATTEST:

John Brennan  
John Brennan, City Clerk

STATE OF COLORADO )  
COUNTY OF MORGAN ) ss.  
CITY OF FORT MORGAN )

## CERTIFICATE

I, John Brennan, City Clerk of the City of Fort Morgan, Colorado, do hereby certify that the above and foregoing **Resolution** is a true, perfect and complete copy of the **Resolution** adopted by the City Council and is identical to the original thereof appearing in the official records of the City of Fort Morgan, Colorado, and that the same has not been, since its adoption, in any respect, rescinded or amended.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seal of the City of Fort Morgan this 21<sup>st</sup> day of August, 2018.

John Brennan  
John Brennan, City Clerk