

MEMORANDUM

October 18, 2021

To: Mayor and Trustees

From: David C. Stahl
Interim Town Administrator

Re: Revised Workshop Materials for 10-19-21

- 1) First topic for the workshop is a presentation by Pro Velocity the Town's internet help desk/
- 2) Enclosed is a revised range and step chart that reflects Delta County +5% then adjusting all employees below step one in the Delta County Survey to step one. The remaining employees have been placed at the closest higher step to their current salary.
- 3) The balance of the documents reflect option for longevity pay scenario. Scenario E, proposed by Trustee Howe as an annual payment for discussion.

PROPOSED 2021 EMPLOYEE SALARY RANGE AND STEP
Proposed Effective Date 11-1-2021

<u>F.T.E.</u>	<u>2021 Wage</u>	<u>DCA + 5%</u>	<u>Proposed</u>	<u>\$ Inc</u>	<u>Dept</u>
1	54,000	43,796	54,454	\$ 454.00	GC
1	36,691	37,427	36,994	\$ 733.00	PW
1	31,200	38,424	39,192	\$ 7,992.00	Admin
1	65,572	53,740	66,126	\$ 554.00	Admin
1	70,901	60,176	71,915	\$ 1,014.00	PW
1	61,490	55,339	62,321	\$ 831.00	PD
1	75,000	59,680	75,689	\$ 689.00	PD
1	44,720	43,664	45,428	\$ 708.00	PD
1	68,174	52,141	68,839	\$ 665.00	GC
1	31,033	34,176	34,860	\$ 3,827.00	PW
1	58,136	58,136	58,136		PD
1	56,734	52,816	57,170	\$ 436.00	PW/WTP
1	59,675	52,816	60,669	\$ 994.00	PW/WWTP
1	43,680	35,483	44,118	\$ 438.00	PW/WTP
1	51,651	43,664	52,183	\$ 532.00	PD
1	47,038	46,884	51,106	\$ 4,068.00	Admin
1	34,424	35,170	35,873	\$ 1,449.00	PD
1	39,312	54,816	53,872	\$ 14,560.00	PW
<u>1</u>	46,508	43,664	47,264	\$ 756.00	PD
1	31,200	34,176	36,660	\$ 5,460.00	PW
			5,672		PW/ Transition
			23,856		Admin/Transition
			16,094		PW/WWTP/Transition
	14,177		15,561		CBO/ADMIN
	7,200		7,200		PT
				\$ 46,160.00	ANNUAL INCREASE
				\$ 7,693.00	2 Month Impact

Scenario E

<u>Years Service</u>	<u>Less than 1 Yr</u>		<u>2 yrs</u>	<u>3 yrs</u>	<u>4 yrs</u>	<u>5 yrs</u>	<u>6 yrs</u>	<u>7 yrs</u>	<u>8 yrs</u>	<u>9 yrs</u>	<u>Sub Totals</u>
# Employees	4	1	3	1	1	2			1	1	
Amt/Employee	\$ -	\$ 100.00	\$ 200.00	\$ 300.00	\$ 400.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	
Sub Total	\$ -	\$ 100.00	\$ 600.00	\$ 300.00	\$ 400.00	\$ 1,000.00			\$ 500.00	\$ 500.00	\$ 3,400.00

<u>Years Service</u>	<u>10 yrs</u>	<u>11 yrs</u>	<u>12 yrs</u>	<u>13 yrs</u>	<u>14 yrs</u>					
# Employees	1	2			1					
Amt/Employee	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00					
Sub Total	\$ 750.00	\$ 1,500.00			\$ 750.00					\$ 3,000.00

<u>Years Service</u>	<u>15 yrs</u>	<u>16 yrs</u>	<u>17 yrs</u>	<u>18 yrs</u>	<u>19 yrs</u>	<u>20 yrs</u>				
# Employees	0	0	1	1	0	1				
Amt/ Employee	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00				
Sub Total	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ -	\$ 1,000.00				\$ 3,000.00

2021 GRAND TOTAL \$ 9,400.00

2021-22 Wage Scale
Delta County Average plus 5%

Job Title	Low/High	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Town Administrator	\$ 78,434	\$ 78,434	\$ 80,003	\$ 81,603	\$ 83,235	\$ 84,899	\$ 86,597	\$ 88,329	\$ 90,096	\$ 91,898	\$ 93,736	\$ 95,611	\$ 97,523	\$ 99,473	\$ 101,463	\$ 103,492	\$ 105,562
	\$ 113,203	\$ 37.71	\$ 38.46	\$ 39.23	\$ 40.02	\$ 40.82	\$ 41.63	\$ 42.47	\$ 43.32	\$ 44.18	\$ 45.07	\$ 45.97	\$ 46.89	\$ 47.82	\$ 48.78	\$ 49.76	\$ 50.75
Finance Director	\$ 61,090	\$ 61,090	\$ 62,312	\$ 63,558	\$ 64,829	\$ 66,126	\$ 67,448	\$ 68,797	\$ 70,173	\$ 71,577	\$ 73,008	\$ 74,468	\$ 75,958	\$ 77,477	\$ 79,026	\$ 80,607	\$ 82,219
	\$ 87,996	\$ 29.37	\$ 29.96	\$ 30.56	\$ 31.17	\$ 31.79	\$ 32.43	\$ 33.08	\$ 33.74	\$ 34.41	\$ 35.10	\$ 35.80	\$ 36.52	\$ 37.25	\$ 37.99	\$ 38.75	\$ 39.53
Town Clerk/Economic Dev	\$ 50,104	\$ 50,104	\$ 51,106	\$ 52,128	\$ 53,171	\$ 54,234	\$ 55,319	\$ 56,425	\$ 57,554	\$ 58,705	\$ 59,879	\$ 61,076	\$ 62,298	\$ 63,544	\$ 64,815	\$ 66,111	\$ 67,433
	\$ 74,701	\$ 24.09	\$ 24.57	\$ 25.06	\$ 25.56	\$ 26.07	\$ 26.60	\$ 27.13	\$ 27.67	\$ 28.22	\$ 28.79	\$ 29.36	\$ 29.95	\$ 30.55	\$ 31.16	\$ 31.78	\$ 32.42
Deputy Town Clerk/Utility Billing Clerk	\$ 38,424	\$ 38,424	\$ 39,192	\$ 39,976	\$ 40,776	\$ 41,591	\$ 42,423	\$ 43,271	\$ 44,137	\$ 45,019	\$ 45,920	\$ 46,838	\$ 47,775	\$ 48,731	\$ 49,705	\$ 50,699	\$ 51,713
	\$ 51,693	\$ 18.47	\$ 18.84	\$ 19.22	\$ 19.60	\$ 20.00	\$ 20.40	\$ 20.80	\$ 21.22	\$ 21.64	\$ 22.08	\$ 22.52	\$ 22.97	\$ 23.43	\$ 23.90	\$ 24.37	\$ 24.86
Police Chief	\$ 59,680	\$ 59,680	\$ 60,873	\$ 62,091	\$ 63,333	\$ 64,599	\$ 65,891	\$ 67,209	\$ 68,553	\$ 69,925	\$ 71,323	\$ 72,749	\$ 74,204	\$ 75,689	\$ 77,202	\$ 78,746	\$ 80,321
	\$ 84,387	\$ 28.69	\$ 29.27	\$ 29.85	\$ 30.45	\$ 31.06	\$ 31.68	\$ 32.31	\$ 32.96	\$ 33.62	\$ 34.29	\$ 34.98	\$ 35.68	\$ 36.39	\$ 37.12	\$ 37.86	\$ 38.62
Police Sergeant	\$ 55,339	\$ 55,339	\$ 56,446	\$ 57,575	\$ 58,726	\$ 59,901	\$ 61,099	\$ 62,321	\$ 63,567	\$ 64,839	\$ 66,135	\$ 67,458	\$ 68,807	\$ 70,183	\$ 71,587	\$ 73,019	\$ 74,479
	\$ 77,004	\$ 26.61	\$ 27.14	\$ 27.68	\$ 28.23	\$ 28.80	\$ 29.37	\$ 29.96	\$ 30.56	\$ 31.17	\$ 31.80	\$ 32.43	\$ 33.08	\$ 33.74	\$ 34.42	\$ 35.11	\$ 35.81
Police Officer	\$ 43,664	\$ 43,664	\$ 44,538	\$ 45,428	\$ 46,337	\$ 47,264	\$ 48,209	\$ 49,173	\$ 50,156	\$ 51,160	\$ 52,183	\$ 53,226	\$ 54,291	\$ 55,377	\$ 56,484	\$ 57,614	\$ 58,766
	\$ 61,186	\$ 20.99	\$ 21.41	\$ 21.84	\$ 22.28	\$ 22.72	\$ 23.18	\$ 23.64	\$ 24.11	\$ 24.60	\$ 25.09	\$ 25.59	\$ 26.10	\$ 26.62	\$ 27.16	\$ 27.70	\$ 28.25
Police Administrative Assistant	\$ 35,170	\$ 35,170	\$ 35,873	\$ 36,591	\$ 37,322	\$ 38,069	\$ 38,830	\$ 39,607	\$ 40,399	\$ 41,207	\$ 42,031	\$ 42,872	\$ 43,729	\$ 44,604	\$ 45,496	\$ 46,406	\$ 47,334
	\$ 48,988	\$ 16.91	\$ 17.25	\$ 17.59	\$ 17.94	\$ 18.30	\$ 18.67	\$ 19.04	\$ 19.42	\$ 19.81	\$ 20.21	\$ 20.61	\$ 21.02	\$ 21.44	\$ 21.87	\$ 22.31	\$ 22.76
Building Inspector	\$ 51,277	\$ 51,277	\$ 52,302	\$ 53,348	\$ 54,415	\$ 55,504	\$ 56,614	\$ 57,746	\$ 58,901	\$ 60,079	\$ 61,280	\$ 62,506	\$ 63,756	\$ 65,031	\$ 66,332	\$ 67,659	\$ 69,012
	\$ 73,443	\$ 24.65	\$ 25.15	\$ 25.65	\$ 26.16	\$ 26.68	\$ 27.22	\$ 27.76	\$ 28.32	\$ 28.88	\$ 29.46	\$ 30.05	\$ 30.65	\$ 31.27	\$ 31.89	\$ 32.53	\$ 33.18
Public Works Director	\$ 60,176	\$ 60,176	\$ 61,379	\$ 62,607	\$ 63,859	\$ 65,136	\$ 66,439	\$ 67,767	\$ 69,123	\$ 70,505	\$ 71,915	\$ 73,354	\$ 74,821	\$ 76,317	\$ 77,843	\$ 79,400	\$ 80,988
	\$ 82,951	\$ 28.93	\$ 29.51	\$ 30.10	\$ 30.70	\$ 31.32	\$ 31.94	\$ 32.58	\$ 33.23	\$ 33.90	\$ 34.57	\$ 35.27	\$ 35.97	\$ 36.69	\$ 37.42	\$ 38.17	\$ 38.94
Maintenance Worker I	\$ 34,176	\$ 34,176	\$ 34,860	\$ 35,557	\$ 36,268	\$ 36,994	\$ 37,734	\$ 38,488	\$ 39,258	\$ 40,043	\$ 40,844	\$ 41,661	\$ 42,494	\$ 43,344	\$ 44,211	\$ 45,095	\$ 45,997
	\$ 45,662	\$ 16.43	\$ 16.76	\$ 17.09	\$ 17.44	\$ 17.79	\$ 18.14	\$ 18.50	\$ 18.87	\$ 19.25	\$ 19.64	\$ 20.03	\$ 20.43	\$ 20.84	\$ 21.26	\$ 21.68	\$ 22.11
Maintenance Worker II	\$ 37,427	\$ 37,427	\$ 38,176	\$ 38,939	\$ 39,718	\$ 40,512	\$ 41,323	\$ 42,149	\$ 42,992	\$ 43,852	\$ 44,729	\$ 45,624	\$ 46,536	\$ 47,467	\$ 48,416	\$ 49,384	\$ 50,372
	\$ 49,871	\$ 17.99	\$ 18.35	\$ 18.72	\$ 19.10	\$ 19.48	\$ 19.87	\$ 20.26	\$ 20.67	\$ 21.08	\$ 21.50	\$ 21.93	\$ 22.37	\$ 22.82	\$ 23.28	\$ 23.74	\$ 24.22
Chief Plant Operator/Foreman	\$ 52,816	\$ 52,816	\$ 53,872	\$ 54,950	\$ 56,049	\$ 57,170	\$ 58,313	\$ 59,479	\$ 60,669	\$ 61,882	\$ 63,120	\$ 64,382	\$ 65,670	\$ 66,984	\$ 68,323	\$ 69,690	\$ 71,083
	\$ 74,720	\$ 25.39	\$ 25.90	\$ 26.42	\$ 26.95	\$ 27.49	\$ 28.04	\$ 28.60	\$ 29.17	\$ 29.75	\$ 30.35	\$ 30.95	\$ 31.57	\$ 32.20	\$ 32.85	\$ 33.50	\$ 34.17
Plant Operator	\$ 35,483	\$ 35,483	\$ 36,192	\$ 36,916	\$ 37,654	\$ 38,408	\$ 39,176	\$ 39,959	\$ 40,758	\$ 41,574	\$ 42,405	\$ 43,253	\$ 44,118	\$ 45,001	\$ 45,901	\$ 46,819	\$ 47,755
	\$ 49,315	\$ 17.06	\$ 17.40	\$ 17.75	\$ 18.10	\$ 18.47	\$ 18.83	\$ 19.21	\$ 19.60	\$ 19.99	\$ 20.39	\$ 20.79	\$ 21.21	\$ 21.63	\$ 22.07	\$ 22.51	\$ 22.96
Golf Professional	\$ 43,796	\$ 43,796	\$ 44,671	\$ 45,565	\$ 46,476	\$ 47,406	\$ 48,354	\$ 49,321	\$ 50,307	\$ 51,313	\$ 52,340	\$ 53,386	\$ 54,454	\$ 55,543	\$ 56,654	\$ 57,787	\$ 58,943
No Delta County Avg as Devils Thumb has no range used Wslope Avg no increase	\$ 64,823	\$ 21.06	\$ 21.48	\$ 21.91	\$ 22.34	\$ 22.79	\$ 23.25	\$ 23.71	\$ 24.19	\$ 24.67	\$ 25.16	\$ 25.67	\$ 26.18	\$ 26.70	\$ 27.24	\$ 27.78	\$ 28.34
Golf Superintendent	\$ 52,171	\$ 52,171	\$ 53,215	\$ 54,279	\$ 55,365	\$ 56,472	\$ 57,601	\$ 58,753	\$ 59,928	\$ 61,127	\$ 62,350	\$ 63,597	\$ 64,869	\$ 66,166	\$ 67,489	\$ 68,839	\$ 70,216
	\$ 74,213	\$ 25.08	\$ 25.58	\$ 26.10	\$ 26.62	\$ 27.15	\$ 27.69	\$ 28.25	\$ 28.81	\$ 29.39	\$ 29.98	\$ 30.58	\$ 31.19	\$ 31.81	\$ 32.45	\$ 33.10	\$ 33.76

corrected entry level due to error caught by Richard Udd.

2% steps makes high lower than Delta County plus 5%

2021 CEDAREdge EMPLOYEE LONGEVITY PAYMENT SCENARIOS

	Yrs Service 10 + Yrs Green <u>1349</u>	Yrs Service 6-9 Yrs Blue <u>335</u>	Yrs Service Less Than 6 Yrs Yellow <u>202 Months</u>	<u>One Time Payment Total</u>
Scenario A				
<u>\$25/Mo Service</u>	\$ 33,725.00			
\$20/Mo Service		\$ 6,700.00		
\$15/Mo Service			\$ 3,030.00	
TOTALS	\$ 33,725.00	\$ 6,700.00	\$ 3,030.00	\$ 43,455.00
Scenario B				
<u>\$20/ Mo Service</u>	\$ 26,980.00			
\$15/ M Service		\$ 5,025.00		
\$10/Mo Service			\$ 2,020.00	
TOTALS	\$ 26,980.00	\$ 5,025.00	\$ 2,020.00	\$ 34,025.00
Scenario C				
<u>\$30/Mo</u>	\$ 40,470.00			
\$20/Mo		\$ 6,700.00	\$ 4,040.00	
TOTALS	\$ 40,470.00	\$ 4,480.00	\$ 4,040.00	\$ 48,990.00
Scenario D				
<u>\$25/Mo Service</u>	\$ 33,725.00			
\$20/Mo Service		\$ 4,480.00	\$ 4,040.00	
TOTALS	\$ 33,725.00	\$ 4,480.00	\$ 4,040.00	\$ 42,245.00

David Stahl

From: Charlie Howe
Sent: Friday, October 15, 2021 2:26 PM
To: David Stahl

An option to the one time longevity payout. This plan would be for every year. A one year employee would get \$100. A two year employee would get \$200. Three year \$300. Four years of service \$400. Fifth year \$500. 6,7,8,9 years still get \$500. At 10 years they start getting \$750 each year until 15 years at which time they go to \$1000 per year until they are no longer employed. This plan is well received by employees and they look forward to there annual longevity given in November in time for the holidays. Please consider this option and run some numbers if you wish. I ran this by Atkinson and he also liked the idea. If you would like we could get together and talk about it. Thanks