

Town of Cedaredge Board of Trustees
Special Meeting
Record of Proceedings
September 27, 2021

The Town Board of Trustees met for a Special Meeting on September 27, 2021 at the Cedaredge Civic Center, 140 NW 2nd Street, Cedaredge, Colorado, with a Zoom webinar option available. The meeting notice was posted in the designated area at Cedaredge Town Hall at least 24 hours prior to the meeting in accordance with the Sunshine Law. All documents included in these minutes by reference are available for review at Cedaredge Town Hall.

Call to Order: Mayor Hanson called the meeting to order at 4:04 p.m.

Roll Call: Present in person were Mayor Raymond F. Hanson, Mayor Pro Tem Patti Michael and Trustees Jim Atkinson, Charlie Howe and Richard Udd; Town Administrator Greg Brinck; and Town Clerk Kami Collins. Absent and excused were Trustees Cathy Brown and Heidi Weissner.

Contract Award for Interim Town Administrator: David Stahl was in attendance and introduced himself to the public. Mayor Pro Tem Michael moved and Trustee Udd seconded to approve the contract for David C. Stahl to provide interim town administrator services.

Roll Call Vote: Voting 'aye' were Mayor Hanson, Mayor Pro Tem Michael and Trustees Atkinson, Howe and Udd; no Trustees voted 'nay.' Motion passed unanimously and contract was awarded to David C. Stahl.

Resolution 36-2021: Appointing David C. Stahl as Interim Town Administrator, Chief Administrative Officer: The resolution formally seats Mr. Stahl as the CAO and Interim Town Administrator. Mayor Pro Tem Michael moved and Trustee Atkinson seconded to approve Resolution 36-2021.

Roll Call Vote: Voting 'aye' were Mayor Hanson, Mayor Pro Tem Michael and Trustees Atkinson, Howe and Udd; no Trustees voted 'nay.' Motion passed unanimously and Resolution 36-2021 was approved.

Resolution 37-2021: Financial Signers: The resolution names Mayor Hanson, Trustee Udd, Interim Town Administrator David C. Stahl and Town Clerk Kami Collins as signers on the Town's bank accounts. Mayor Pro Tem Michael moved and Trustee Atkinson seconded to approve Resolution 37-2021.

Roll Call Vote: Voting 'aye' were Mayor Hanson, Mayor Pro Tem Michael and Trustees Atkinson, Howe and Udd; no Trustees voted 'nay.' Motion passed unanimously and Resolution 37-2021 was approved.

Resolution 35-2021: Adopting a Wage Scale: Administrator Brinck presented three wage scales for the Board's consideration.

Trustee Atkinson suggested continuing with the current way of paying staff, at the entry-mid level salary range plus an annual cost of living and merit increase instead of adopting a wage scale.

Trustee Udd asked why staff recommended the step increase. Administrator Brinck said that the step increase has been suggested so that it gets employees to the level they should be at, since annual cost

of living and merit raises have not happened annually and staff is not paid competitive wages. The Town still pays wages based off of 2007 averages. Administrator Brinck said the Town implemented six years of wage freezes, and the annual raises has not yet brought staff to the correct level. Trustee Udd noted that even on a wage scale, salaries could be frozen if revenues were not available.

Mayor Hanson noted that staff, especially department heads, are behind the average. He said the wage scale is meant to play “catch up” in salaries.

Trustee Howe asked how many employees are at the top of the scale; Administrator Brinck said no employee is at the top of the scale. Trustee Howe asked why then the Town needs to do a wage scale and why not just work them up in the current scale. Administrator Brinck noted that the Board annually has appropriated a three percent merit and a two percent cost of living increase, so the rate annually hasn't advanced employees fast enough to get to the median income.

Trustee Udd said he didn't like the structure in place. He asked Public Works Director Jerry Young his opinion; Mr. Young said it would allow staff to know where they can reasonably expect to be paid within a certain period. Mr. Young noted that many other large organizations utilize a step wage scale. Mr. Young noted the annual COLA and merit raises are not enough to get the staff up to where they should be.

Trustee Atkinson noted he was not opposed to bringing salaries in line with average, but does not like the idea of an annual increase based not on merit, just on a step. Mayor Hanson noted that merit plays a large part in the award of a raise; no employee will get a raise simply for reaching another step.

Trustee Howe noted it was irresponsible to move the staff up average raises to make up for six years at once.

Mayor Hanson asked Chief Sanders to address the issue. Chief said he has been here for 17 years and it has the same conversation every year. The Town is still operating at a wage scale from 2007. Adopting a wage scale shows employees they have a future here. Chief Sanders noted that staff should not have a blanket increase, but that annual raises should be based on merit. He noted that because of the unknown about wages he consistently loses help. The Chief said the Town couldn't afford to not adopt the wage increase.

Trustee Howe asked if the funds are available in the budget. Administrator Brinck noted that there is room in the budget in all funds to adopt the scale and to retroactively pay staff, except the Golf Course Fund. Trustee Howe asked why the retroactive pay raise was included; Administrator Brinck noted that because this was supposed to be a discussion topic in 2021, so it was suggested by the Board in earlier conversations to do the retroactive raises now and not do a merit/COLA increase in January 2022. Mayor Hanson noted that the Board has the option to not do the retroactive pay.

Chief Sanders noted that wages will help attract a better quality employee pool as well. Currently several departments are looking to hire, and we cannot attract qualified candidates based on our wages.

Mayor Hanson noted that the staff the Town has now is the best staff the Town has had in a while. Mayor Hanson noted the Town cannot afford to lose its staff.

Trustee Udd said he was concerned that some of the steps are unbalanced. For example, some staff, under the Delta County scale, will see a 20 percent increase, others see an 11 percent increase, and others see almost no increase. Finance Director Tammy Francis noted that was because some

employees, specifically law enforcement and some of the plant operators, had already been moved up, so that they wouldn't leave the Town as employees.

Trustee Atkinson asked what the point of the two resolutions were, and why the Board could not just adopt the wage scale in effect for January 2022.

Mayor Pro Tem moved and Trustee Udd seconded to table Resolution 35-2021.

Roll Call Vote: Voting 'aye' were Mayor Hanson, Mayor Pro Tem Michael and Trustees Atkinson, Howe and Udd; no Trustees voted 'nay.' Motion passed unanimously and Resolution 35-2021 was tabled.

Resolution 38-2021: Budget Amendment for Employee Compensation: Mayor Pro Tem moved and Trustee Howe seconded to table Resolution 38-2021.

Roll Call Vote: Voting 'aye' were Mayor Hanson, Mayor Pro Tem Michael and Trustees Atkinson, Brown, Howe, Udd and Weissner; no Trustees voted 'nay.' Motion passed unanimously and Resolution 36-2021 was tabled.

Trustee Udd asked Administrator Brinck and Finance Director Tammy Francis if employees could receive end of year bonuses; Tammy said yes. Mayor Pro Tem Michael asked for a range for bonuses.

Former Mayor Gene Welch was in the audience and addressed the Board. He noted that the priority of the Town should always be its staff. He said the Board must take care of its employees. Trustee Howe said the Board does want to support its staff, but they just want to do it in proper channels.

Mayor Pro Tem Michael moved to adjourn; Mayor Hanson adjourned the meeting at 4:58 pm.

Respectfully Submitted,



Kami Collins
Town Clerk