



TOWN BOARD WORK SESSION

June 2, 2014 – 6:00 P.M.

Town Board Chambers

301 Walnut Street, Windsor, CO 80550

The Town of Windsor will make reasonable accommodations for access to Town services, programs, and activities and will make special communication arrangements for persons with disabilities. Please call (970) 674-2400 by noon on the Thursday prior to the meeting to make arrangements.

GOAL of this Work Session is to have the Town Board receive information on topics of Town business from the Town Manager, Town Attorney and Town staff in order to exchange ideas and opinions regarding these topics.

Members of the public in attendance who have a question related to an agenda item are requested to allow the Town Board to discuss the topic and then be recognized by the Mayor prior to asking their question.

AGENDA

1. Town of Windsor Employee Compensation Review
2. Review of Town Board Compensation
3. Future meetings agenda



MEMORANDUM

Date: June 2, 2014
To: Mayor and Town Board
Via: Kelly Arnold, Town Manager
From: Mary Robins, Director of Human Resources & Risk Management
Re: Town of Windsor Pay Philosophy and 2014 Compensation Survey
Item #: 1

Background / Discussion:

The purpose of this presentation is to review the Town of Windsor's Pay Philosophy/Policy with the Town Board for clarity or change and to introduce Personnel Systems & Services Inc. (PS&S). Mike Swallow, President of PS&S Inc., will present the project scope to complete the 2014 compensation survey.

Personnel Systems & Services Inc. facilitates the data collection and completion of over 700 municipal, county and state compensation surveys including Colorado Municipal League (CML), Utah, New Mexico Association of Counties, New Mexico Municipal League, Virginia Institute of Government/University of Virginia and Maryland Municipal League. Over the last year, staff has reviewed other proposals and selected PS&S Inc. to complete the Town of Windsor's compensation survey.

Financial Impact:

	Budget	Proposed	Note
Revenue	\$0	\$	
Expense	\$15,000	\$8,680	\$5,370 CML discount
Net		\$	

Relationship to Strategic Plan:

The Town of Windsor employees deliver the Vision, Mission, Goals and Priorities. Our Pay Philosophy has a direct correlation to retaining and recruiting employees that continue to deliver great outcomes to the citizens of Windsor.

Recommendation:

Review and understand the Town Pay Philosophy. If needed adjust the Pay Philosophy prior to the start of the study.

Attachments:

Compensation Power Point
Personnel Systems Services Inc.'s Credentials/Statement of Qualifications

Human Resources and Management Consulting

Personnel Systems and Services



Pay Philosophy/Compensation Objective

“It is the policy of the town of Windsor to pay its employees at or above the prevailing rates paid for similar work by the employers with whom we compete for quality staff, if financially able, based upon the average rates of the comparable regional public employers and Windsor-area private employers.”



Project Objectives

1. External Parity & Internal Equity

2. Administrative Proficiency

3. Productivity & Incentives

4. Compliance with Laws & Regulations

5. Protection of the Public Funds & Trust

Core Workplace Values

Management has the right to expect a fair day's labor for the wage provided

Employees have the right to expect a fair day's pay for the labor given

Consultant Philosophy

The appropriateness of the pay provided is a function of the market place, available resources, the organization's internal equity system, and the perceived value of the individual based upon job performance-which includes loyalty, dependability and competence.

The employee's perception of equity and consistency in pay practices may not result in greater productivity and efficiency while the perception of inequity and inconsistency will most always produce discontent.

Project Assumptions

1. That the Town of Windsor desires to achieve a reasonable level of competitiveness and maintain current standards in providing quality services by attracting and retaining the most qualified employees.

2. In order to avoid becoming a training ground for other employers, the Town views it desirable to provide career development opportunities where possible, competitive compensation and commit other resources necessary to enhance the attractiveness of the Town as an employer.

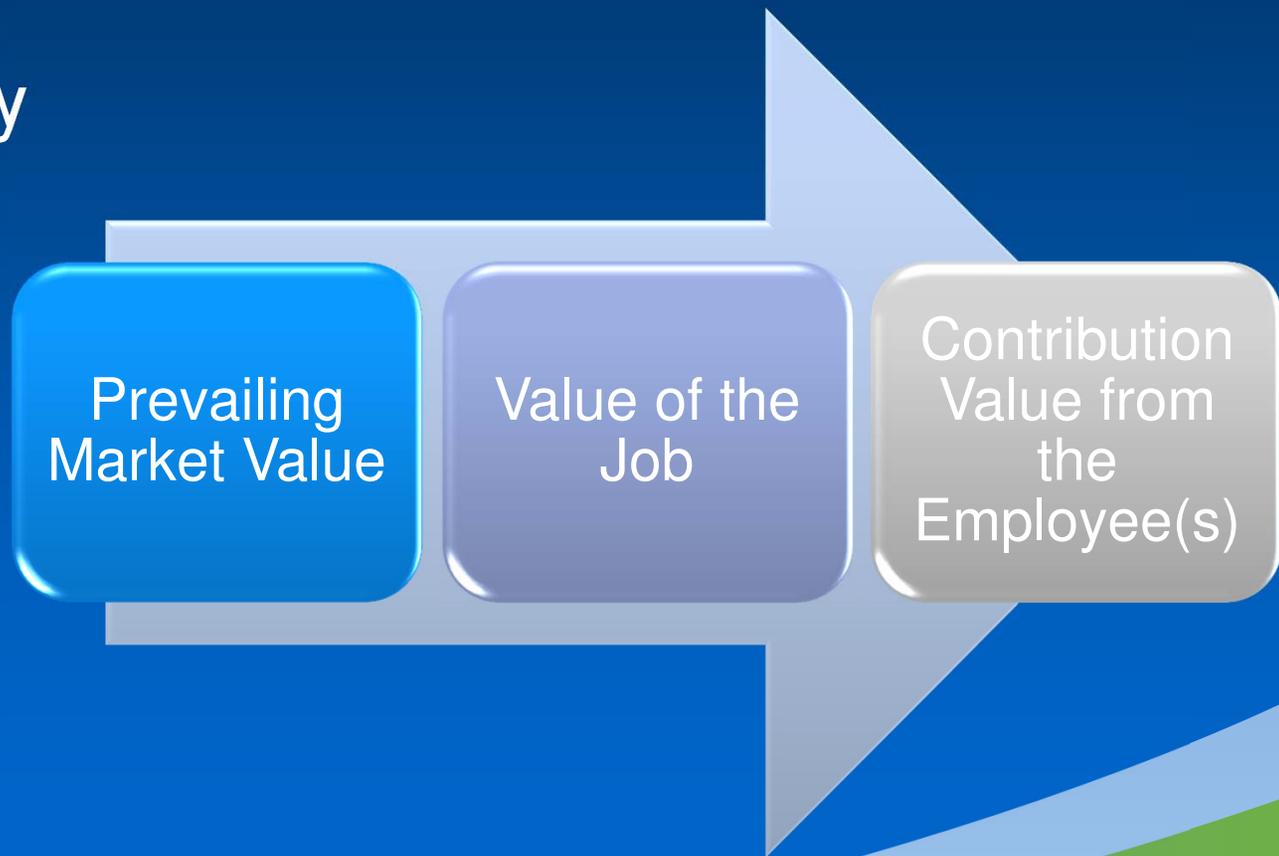
And.....

The Worth of Work



When Considering the Question....

We normally
examine **3**
elements



Phase 1

Prevailing Market Value and Pricing

What you don't know CAN
Hurt You!!!
Know the Competition!

Some Basic Questions



If willing to pursue an “at or above average” position in the market, what are your options?

What market position do you desire?

Trend Setter
Competitive
Parity
Comparable

What market position can you afford?

Some Basic Questions

What are employee's attitudes towards the employer compensation practices?

- **Fair**
- **Consistent**
- **Loyal**
- **Stability**



Our 8575 employees revealed their perceptions in response to four compensation questions

Survey Question #1



Do you believe you are under paid when considering the value of your job?

72.4% said YES

A job classification Issue

Survey Question #2



Do you believe you are under paid when comparing the pay of others in the organization performing essentially the same type of work?

51.9% said YES

An internal equity & pay management issue

Survey Question #3



Do you believe you are under paid when considering the amount of work you perform?

68.4% said YES

A performance recognition issue

Survey Question #4



Do you believe you are under paid when comparing the level of pay offered to workers performing essentially the same type of work in other organizations?

71.9% said YES

A market parity issue

Project Process

1 – Identify Survey Participants

- Local Market
- Key Competitors
- Recruitment Area
- Public Employers
- Private Employers

Project Process

2 – Collect Market Data

- Current Pay Practices
- Formal Pay Ranges
- Current Actual Pay
- Employer Paid Benefits
- Tap CML Survey Database

Project Process

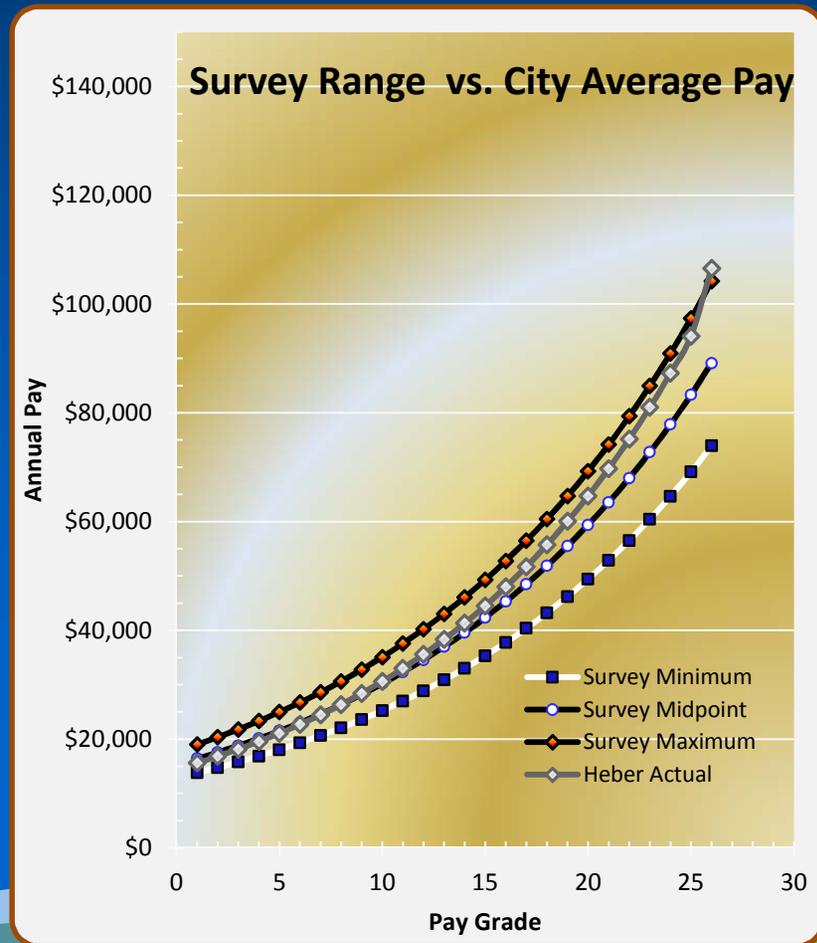
3 – Conduct Data Analysis

- Identify Windsor Market Position
- Consider Comparable or Competitive Options
- Graphically Illustrate Comparable Results

Project Process

3 – Conduct Data Analysis

Pay Grade	Survey Minimum	Survey Midpoint	Survey Maximum	Heber Actual
1	\$13,797	\$16,417	\$19,018	\$15,614
2	\$14,756	\$17,566	\$20,357	\$16,827
3	\$15,780	\$18,796	\$21,790	\$18,135
4	\$16,876	\$20,112	\$23,324	\$19,544
5	\$18,048	\$21,520	\$24,966	\$21,062
6	\$19,302	\$23,027	\$26,724	\$22,699
7	\$20,642	\$24,639	\$28,605	\$24,463
8	\$22,076	\$26,364	\$30,619	\$26,364
9	\$23,609	\$28,209	\$32,774	\$28,412
10	\$25,249	\$30,184	\$35,082	\$30,620
11	\$27,002	\$32,298	\$37,552	\$32,999
12	\$28,877	\$34,559	\$40,195	\$35,563
13	\$30,883	\$36,978	\$43,025	\$38,326
14	\$33,028	\$39,567	\$46,054	\$41,304
15	\$35,321	\$42,338	\$49,297	\$44,513
16	\$37,774	\$45,302	\$52,767	\$47,972
17	\$40,398	\$48,473	\$56,482	\$51,699
18	\$43,203	\$51,867	\$60,459	\$55,716
19	\$46,204	\$55,498	\$64,715	\$60,046
20	\$49,412	\$59,384	\$69,272	\$64,711
21	\$52,844	\$63,541	\$74,148	\$69,739
22	\$56,514	\$67,990	\$79,369	\$75,158
23	\$60,439	\$72,750	\$84,957	\$80,998
24	\$64,636	\$77,844	\$90,938	\$87,291
25	\$69,125	\$83,293	\$97,340	\$94,074



Project Process

4 – Determine Pay Plan Design & Features

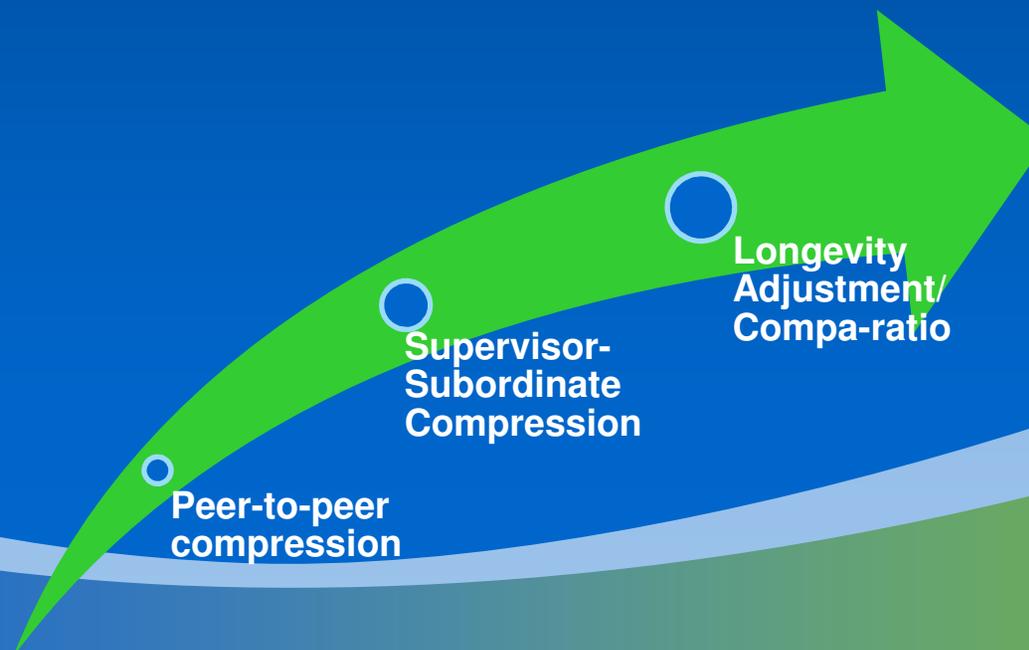
- *Consider Open Ranges vs. Formal Steps*
- *Consider Midpoint or Control Rate Practices*
- *Consider Range Differences for Job Classes*



Project Process

5 – Calculate Implementation Impact

- *Identify Individual Employee Placement*
- *Calculate Individual Adjustment*
- *Consider Remedial Solutions*



Phase 2



Worth of Work After Job Analysis

Responsibility

- Consequences of Error
- Accountability & Accuracy
- Controls/Freedom to Act
- Supervision

Job Knowledge

- Knowledge of Equipment
- Knowledge of Materials
- Knowledge of Methods
- Knowledge of Procedures
 - Degrees
 - Licenses
- Certifications

THE JOB

Difficulty

- Judgment Required
- Complexity of Operation
- Decision-making

Work Environment

- Physical Demands
- Mental Application
- Hazard Uncertainty
 - Surroundings

*When is it legal to
discriminate in
pay?*



***Fair Labor
Standards Act
Equal Pay
Provisions***

**Pay discrimination
between jobs is legal
when based on.....**



HOW THEN DO WE ESTABLISH A VALID LINK TO THE LEGAL FRAMEWORK?

**You let your workforce determine “worth of work”
priorities for your value system.**

Importance Rankings

In connection with consulting engagements conducted with 100+ employers, local governments, cities, counties, school districts & special districts in Alaska, Utah, Idaho, Wyoming, Colorado, Wyoming, New Mexico & Nevada, 8575 employees were asked to rank the importance of the four primary evaluation factors.

1	Job Knowledge	1.58
2	Responsibility.....	1.69
3	Difficulty.....	2.36
4	Work Environment.....	2.84



*With your employee
value preferences
identified, we can
develop a “**site
validated**” job
evaluation instrument*

Phase 3

Contribution Value of the Employee

Performance

Worth of the Worker

Relative Efficiency

Volume of Work

Length of Service

Qualifications

Unusual Diligence & Overtime

Scarcity of New Employees

Supply

Demand

Importance Rankings

Our 8575 employees were asked to prioritize those elements which defined their worth to the organization

1	Effectiveness/Volume of Work.....	1.36
2	Efficiency/Timeliness/Quality.....	1.82
3	Longevity/Loyalty.....	2.28

Employees want and deserve to know where they stand. When the contributory value of the employee is recognized through effective performance management there is no limit to what can be accomplished.

**Performance
Management
Done Poorly or
Ignored.....????**



Performance Management has Four Basic Uses

1. To develop organizational resources, including employee knowledge, skills, abilities and supervisory effectiveness.

2.. To be utilized to document employee, work unit, and organizational progress toward achieving established goals and objectives.

3. To provide justification for pay increases, advancement, promotion and incentive awards.

4. To provide defensible “**Just Cause**” for job retention, discipline & discharge.



When establishing
“worth of work” compensation
systems, management decisions
are influenced by the following:



Size & Type of Organization

The **ability** to pay certain rates, based upon revenues and financial resources.



Organizational Philosophy

The **willingness** to pay certain rates and attitudes about ranking among other employers within the selected labor market.



Nature and Diversity of Work

**The degree of specialization,
work variety, and technology
(job classification).**



Regional Economics

The prevailing rates of pay
and the rates of inflation.



Availability of Labor Supply

The competition for certain types of jobs resulting from an abundance or shortage of certain skills and abilities within the labor market.



Value of Work Contribution

The worth of a particular job to the organization (job classification results).



Collaborative Decision Making

The forced inflation of certain pay rates afforded through recognition of unions or associations or other collaborative decision making processes.



Pay Supplements

The total compensation comparability afforded through various incentives and discretionary benefits.



Reputation of the Organization

The competitiveness of pay and social recognition as a high, fair, or low paying employer.



Pay Progression Policy

- The learning curve impact associated with certain types of jobs.
- Pay range uniformity vs. diversity (pay schedule design).
- Length of service.
- Performance based increases.
- Pay for knowledge or level of competency.
- The use of control rates within pay ranges.



Bonus & Incentive Plans

- The use of “non-scheduled” recognition
- The use of “non-monetary” rewards



Ownership Protection

Which is the realistic consideration of resource limitations. The cost of pay administration being balanced with the desire to achieve other organization objectives.

How conscious of these decision environments are the employees??

I asked the 8575 employees to respond to this question:

“If you were setting policy affecting pay practices for your organization, which issues should be given the highest priority?”

The result is always interesting...

- #1 Pay Supplements/Total Compensation
- #2 Regional Economics
- #3 Ability to Pay
- #4 Organizational Philosophy
- #5 Reputation of the Organization
- #6 Labor Supply & Demand

The Worth of Work

Prevailing Market Value

Your Competitive Position



Value of the Job

Your Equity System



Contribution Value from the Employees

Your Commitment To Resources & Services

Pay Philosophy/Compensation Objective

“It is the policy of the town of Windsor to pay its employees at or above the prevailing rates paid for similar work by the employers with whom we compete for quality staff, if financially able, based upon the average rates of the comparable regional public employers and Windsor-area private employers.”



Targeted Market- Survey Group

Public Employers

Castle Rock	Brighton
Commerce City	Lafayette
Erie	Wheatridge
Evans	Montrose
Fort Lupton	Fort Collins
Fountain	Loveland
Golden	Greeley
Johnston	Larimer County
Louisville	Weld County
Parker	

Considerations

- ✓ Base Pay
- ✓ Benefits & Total Compensation

Outcome Options

- ? Trendsetter
- ? Competitive
- ? Parity
- ? Comparable

Private Employers

- Mountain States Employers Council (MSEC)
- Economic Research Institute (ERI)
- Local Employers Recommended- Direct Solicitation

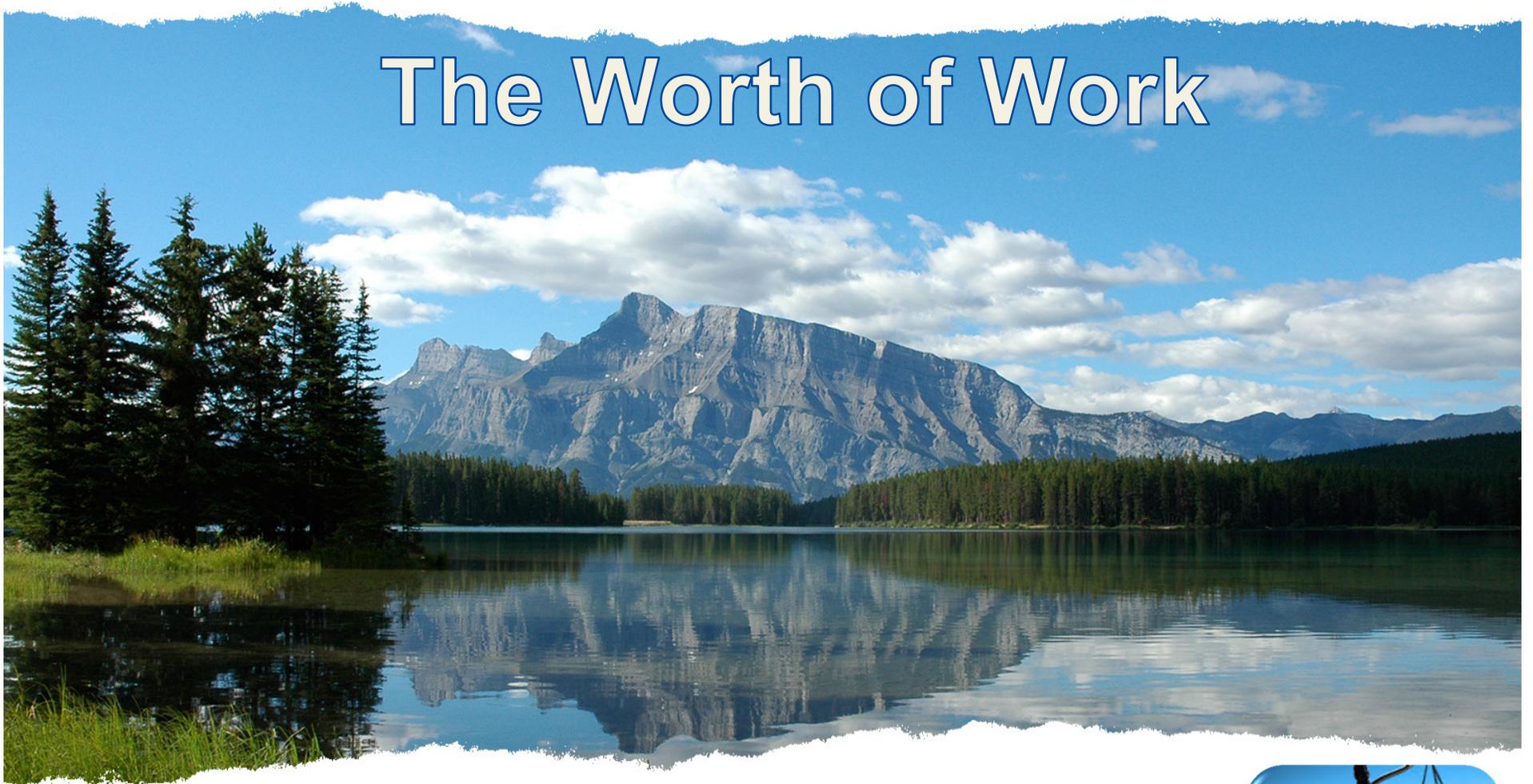


Timeline

Data Collection	June 4 – June 30
Data Summarization	June 30 – July 15
Data Analysis	July 15 – July 18
Preliminary Results	July 21 +/-
Staff Review	July 22- July 28
Final Results & Implementation Impact	July 31



The Worth of Work



WE SHALL DETERMINE
THAT TOGETHER



STATEMENT OF QUALIFICATIONS

PROJECT MANAGER: MIKE SWALLOW
(The Only Individual Authorized to Negotiate a Contract)

PROFESSIONAL & BUSINESS PROFILE

WORK EXPERIENCE

(1976-2014)

Technology Net, Inc.; Partner and co-developer of the TechNet online Compensation Survey System. 1500 Subscribers in Utah, Idaho, New Mexico, Wyoming, Colorado, Kansas, Missouri, Virginia and Maryland.

Personnel Systems & Services. Currently providing technical assistance consulting services in human resource management systems consisting of: job analysis and classification, labor market compensation analysis and pay plan development, policy and procedure development, grievance management and resolution, performance management, recruitment and selection, training and general HR management programs.

Bureau Manager/Local Government HR Consultant, Bureau of Consulting Services, Department of Human Resource Management, State of Utah. Develop, market, coordinate and deliver technical assistance services to Utah cities and counties in human resource management, supervisory training, organizational development, employee assistance programs, employee relations, fair employment programs, recruitment and selection, job classification, and wage and benefit analysis. Direct and coordinated state-wide and interstate salary and benefit surveys and analysis.

Contract Consultant, Emery County, Price City, Tooele City, Iron County, Tooele County and Carbon County Utah. In conjunction with State of Utah consulting duties, and under special contract, acted as advisor and resource to the county. Provided consultation related to policies, procedures, classification, compensation, recruitment, selection, discipline, termination and employee relations.

Self Employed, Benefits Broker & Personnel Consultant. Marketing and sales of individual and group benefits utilizing medical reimbursement plans, salary continuation plans, business continuation programs, stock redemption plans and 401(k) salary reduction plans. Performed private consulting to professionals and local governments. Developed business plans or proformas with income projections, cash flow analysis, balance sheets and break even analysis. Worked as an associate to Ricketts and Associates-Risk Management/Vierra-CPA firm. Licensed to sell life, health and disability insurance.

Idaho Association of Counties, Boise, Idaho. Develop, market, coordinate and deliver technical assistance services to Idaho cities and counties in human resource management, supervisory training, organizational development, employee assistance programs, employee relations, fair employment programs, recruitment and selection, job classification, and wage and benefit analysis.

Current Retainers: North Davis County Sewer District, UT; Washington City, UT; Herriman City, UT.

Current Projects: Beaver County, UT; American Fork, UT; Santa Clara, UT; Cottonwood Heights, UT.

Annual Projects Conducted via Technology Net: Wasatch Compensation Group annual salary and benefit survey (200+ entities, Cities, Counties, Special Districts, including Salt Lake City, West Valley, Murray, Sandy, Provo, Orem, Ogden, Layton, Park City, West Jordan, St. George, South Salt Lake). New Mexico Association of Counties (30+ entities), New Mexico Municipal League, (50+ entities), Colorado Municipal League (200+ entities), Virginia Institute of Government/University of Virginia (200+ entities), Maryland Municipal League, 40+ entities).

PROJECT TEAM-KEY STAFF

Assignment Distribution: *Each of the staff will be engaged in onsite job audits, some may participate in the writing of job descriptions, collection of market data and/or researching prevailing practices related to the RFP.*

Mike Swallow

President of Personnel Systems & Services, Inc.; a human resource consulting company established in 1988 and a general partner of Technology Net, Inc., established in 2001. For over 30 years Mike has been providing technical assistance primarily to local government entities either as a staff consultant or independent consultant in various HR management areas, including job analysis and classification, labor market analysis and pay plan development, policy and procedure development, grievance management and resolution, performance management & evaluation, recruitment and selection and supervisor training. Having been engaged by over 100 entities, Personnel Systems & Services has clients based in Utah, New Mexico, Idaho, Wyoming, New Jersey and Alaska. Previous employers include the Utah Intergovernmental Personnel Agency, Idaho Association of Counties, State of Utah- DHRM, and Summit County. Academic credentials include a master's degree in public administration and a bachelor's degree in psychology from Brigham Young University.

David R. Colvin

David has provided management and consulting services to state and local governments, and education for more than 25 years. Mr. Colvin has a dozen years of experience in city government management in three states, including 9 years as a city manager or administrator. During his tenure as a city manager/administrator, he managed many large-scale capital improvement projects, developed and implemented master plans, city-wide performance reporting systems, human resource systems, and performance based budgets. As a strategic planner, fiscal and management analyst for a state legislature, Mr. Colvin has 9 years' experience managing and facilitating the development of several state-wide strategic plans and providing consulting services in developing a state-wide performance measurement system. Mr. Colvin has also managed and provided training for a University's state and local government managers/elected officials leadership and management development program, and provided consulting services to many local governments in developing human resource systems and implementing other organizational development efforts. Mr. Colvin has a Bachelor's degree in Communications and Organizational Behavior, and a Master of Public Administration degree, from Brigham Young University.

Gaylyn Larsen, SPHR

Gaylyn boasts over 21 years of experience in local government human resource management, which experience is complimented by three years of full time consulting. Her consulting engagements involved the development of job classification and compensation systems, and she has been a member of several job audit teams in connection with consulting engagements entered into by Personnel Systems & Services. Gaylyn is served as the Salt Lake County Sheriff Department's Human Resource Director for several years and is currently Human Resource Director for Wasatch Front Waste & Recycling District. Previously, she served as Human Resource Director for the City of St. George for nearly 8 years and as a Human Resource Analyst for the Utah State Tax Commission. Her academic credentials include a degree in Personnel & Industrial Relations with a minor in Economics.

Jeff Monson

Jeff has attained degrees in Business Management, Business Administration, and a Master's degree in Organizational Management. He has 15 years of training, program development, and human resource experience. Jeff gained much of his experience while working at Intermountain Health Care. During that time, he worked with a variety of employee and patient groups and committees and helped develop and implement effective communication techniques and behavioral modification programs. He also gained a wide range of experience from working with over 300 small- and medium-sized organizations, assisting them with human resource, benefit, and safety issues. Additionally, he has helped companies develop the necessary policies and procedures to become more effective and profitable. Various projects involved the resolution of issues between employers and employees regarding compliance issues, safety laws, and regulations. He was elected and serves as a member of the Board of Trustees for Kearns Oquirrh Park Fitness Center. Currently Jeff is the Human Resource Director for the Valley Emergency Communications Center, Salt Lake County.

Richard T. Morley

Richard (Ric) holds a bachelor's degree in business administration and is a human resource professional with 20+ years of combined experience in human resource management, business, business development, purchasing, accounting, computers, and retail business management. With his experience crossing several disciplines, he brings multiple business talents to our consulting team. Since 1991 he has been involved in HR operations. This included the development of seminars in time management (Simple Time Management); serving as Director of Operations for a company that achieved over 50 million a year in sales (where he also developed the basis for the future HRIS system); serving as a team member providing HR consulting to local governments; and serving as Director of Human Resources for a small company where he was later promoted to Executive Vice President. Here he also developed an internet-based HRIS system that works with almost all payroll and human resource programs. Most recently, Ric assisted in forming a human resource company named HR Group Central whose focus is to provide customized HR technical assistance to small and large companies where he is currently serving as the COO. Ric is a member of the SHRM and has been involved with various chamber organizations.

Judy Thimakis

Judy has a combined 25 years of human resource experience in private industry, higher education and local government public administration. Judy currently occupies a faculty position at the University of Phoenix, teaching in the master's and undergraduate programs. In a fulltime capacity, Judy works for Salt Lake County as a Senior HR Analyst in the Human Resources Department. She is experienced in managing benefits, compensation, recruitment, employee relations, safety, training, testing, law enforcement merit systems, and some information systems. Academically, Judy carries a Bachelor's Degree in Human Resources and a Master's Degree in Public Administration. She will soon be concluding a Doctorate of Management where her dissertation subject is Gender and Leadership, a Comparative Study. She is trained in dispute resolution and is a Legislative Advocate, assisting with lobbying efforts for University of Utah. Judy has been active professionally serving on boards in the human resources area including President, Vice President, and a board member for the Intermountain Compensation and Benefit Association (ICBA) and the International Public Management Association-Human Resources (IPMA-HR).

Kenneth G. Topham Jr., CEBS CPM

Kenneth earned a B.S. degree in Business Administration from Southern Utah University and an MBA from the University of Utah. He has professional designations as a Certified Employee Benefit Specialist (CEBS) from the Wharton School and the International Foundation of Employee Benefits Plans; and as a Certified Public Manager (CPM) from the University of Utah and the State of Utah. He is a past member and chairman of the Salt Lake Area Compensation and Benefits Group and previous member of the International Foundation of Employee Benefits Plans and of the International Society of Certified Employee Benefit Specialists. He was employed with the State of Utah for 30 years, with nearly 28 years of experience in the human resource management field. He has filled positions as Management Analyst in the Department of Transportation, Human Resource Director in the State Tax Commission, State Compensation Manager, State Benefits Manager, and HR Functional Manager during the State's development and implementation of a client/server Human Resource Management Information System. He was instrumental in developing and implementing the State's flexible benefits program, employee benefits profiles, annual benefits fairs, a health awareness training program, and the State's client/server human resource management information system. His last assignment with the DHRM was as the HR Special Projects Manager with assignment specifically in the area of local government services. Ken is also a Technology Net, Inc. general partner.



MEMORANDUM

Date: June 2, 2014
To: Mayor and Town Board
Via: Work session materials, June 2, 2014
From: Ian D. McCargar, Town Attorney
Re: Town Board compensation
Item #: 2

Background / Discussion:

Section 3.6 of the Home Rule Charter requires that Town Board and Mayoral compensation shall be set by ordinance:

The Mayor and each Board Member shall receive such salary and benefits as may be prescribed by ordinance. The salary of the Mayor, or of any Board Member, shall not be increased or diminished during the term for which the Mayor or Board Member has been elected. Subject to the Board's approval, the Mayor and Board Members may be reimbursed for the actual and necessary expenses incurred in the performance of the duties of office.

The adoption dates and compensation amounts for the Mayor and Town Board are as follows:

Adoption date	Mayor	Town Board
March, 2000	\$3,000	\$2,100
January, 2007	\$6,000	\$4,000

Attached for discussion purposes is a draft Ordinance, containing blanks for the compensation amounts. If there is consensus to change the amounts of compensation for future-elected Town Board and Mayoral offices, the attached draft will be revised and submitted for official action.

Financial Impact: Depends on whether an adjustment is approved.

Relationship to Strategic Plan: Community spirit and pride.

Recommendation: Discuss the foregoing and attached; provide direction to staff.

Attachments:

- Draft Ordinance Establishing the Amount of Compensation for Town Board Members and the Mayor of the Town of Windsor, Colorado, Pursuant to the Town of Windsor Home Rule Charter

DISCUSSION DRAFT ONLY

TOWN OF WINDSOR

ORDINANCE NO. 2014 -

AN ORDINANCE ESTABLISHING THE AMOUNT OF COMPENSATION FOR TOWN BOARD MEMBERS AND THE MAYOR OF THE TOWN OF WINDSOR, COLORADO, PURSUANT TO THE TOWN OF WINDSOR HOME RULE CHARTER

WHEREAS, the Town of Windsor (“Town”) is a Colorado home rule municipality with all powers and authority vested by Colorado law; and

WHEREAS, Section 3.6 of the Town’s Home Rule Charter provides that the compensation of Town Board Members and the Mayor shall be set by ordinance; and

WHEREAS, the current levels of Town Board Member and Mayor compensation were established in January, 2007, by Ordinance No. 2007-1276; and

WHEREAS, the Town Board has evaluated data for other Colorado municipalities of comparable size and complexity to ascertain the prevailing levels of compensation provided for governing officials in similar municipalities; and

WHEREAS, the provisions of the within Ordinance will not affect the compensation being paid to current Town Board Members or the Mayor through their current terms of office; and

WHEREAS, the Town Board has concluded that, in keeping with the aforementioned Charter provisions, compensation for the Mayor and for Town Board Members taking office after the effective date of this Ordinance should be increased.

NOW, THEREFORE, be it ordained by the Town Board for the Town of Windsor, Colorado, as follows:

1. The annual compensation to be paid to elected or appointed Town Board Members shall be set at \$_____.
2. The annual compensation to be paid to the elected or appointed Mayor shall be set at \$_____.

Introduced, passed on first reading, and ordered published this ____ day of _____, 2014.

TOWN OF WINDSOR, COLORADO

By _____
John S. Vazquez, Mayor

ATTEST:

Patti Garcia, Town Clerk

Introduced, passed on second reading, and ordered published this ____ day of _____, 2014.

TOWN OF WINDSOR, COLORADO

By _____
John S. Vazquez, Mayor

ATTEST:

Patti Garcia, Town Clerk

DRAFT

**Compensation Survey System
Elected Official Comparison Report
05/07/2014**

Job #2700 - MAYOR													
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments
BRECKENRIDGE	1	Monthly	\$1,200.00				✓	✓				02/25/2013	Monthly salary is used to offset monthly medical benefit premium. A \$500.00 Recreation Credit is provided each new plan year.
CRESTED BUTTE	0	Annual	\$9,600.00									02/24/2014	
DURANGO	1	Annual	\$8,999.90				✓	✓	✓			02/27/2008	
STEAMBOAT SPRINGS	1	Annual	\$9,917.00				✓	✓	✓			03/07/2013	Actual title: City Council President
TELLURIDE	0	Annual	\$18,000.00				✓					01/01/2006	
VAIL	1	Annual	\$12,000.00				✓	✓			✓	02/21/2008	
WINTER PARK	1	Per Meeting	\$400.00									02/24/2008	
DENVER	1	Annual	\$145,601.00		✓	✓	✓	✓	✓			02/24/2011	
GOLDEN	1	Annual	\$19,936.00								✓	01/30/2014	
COLORADO SPRINGS	1	Annual	\$96,000.00		✓	✓	✓	✓	✓	✓	✓	02/27/2012	
LITTLETON	1	Monthly	\$1,150.00									02/16/2010	
BRIGHTON	1	Annual	\$16,800.00				✓	✓	✓		✓	02/16/2011	
FORT COLLINS	1	Annual	\$13,236.00									03/01/2014	
GREELEY	1	Annual	\$14,400.00				✓	✓				02/05/2014	The Mayor also receives a \$50 internet and \$40 phone allowance per month.
CASTLE ROCK	1	Annual	\$11,400.00									02/27/2012	
GRAND JUNCTION	1	Monthly	\$813.00									02/24/2014	
AURORA	1	Annual	\$56,378.00			✓	✓	✓	✓	✓	✓	02/06/2014	
ALAMOSA	1	Annual	\$7,200.00			✓						05/19/2009	PERA
ARVADA	1	Monthly	\$1,500.00				✓	✓			✓	02/27/2014	
BROOMFIELD	1	Annual	\$9,600.00								✓	01/28/2014	Employee and employer pay share of FICA. Employee can contribute to 457.
BUENA VISTA	0	Monthly	\$200.00									11/06/2013	
CALHAN	1	Annual	\$0.00									01/01/2006	
CANON CITY	1	Monthly	\$5,400.00						✓			02/24/2014	
CHERRY HILLS VILLAGE	1	Annual	\$0.00									02/11/2009	
COMMERCE CITY	1	Annual	\$12,228.00				✓	✓	✓			01/24/2013	Eligible to participate in medical, dental and vision. City pays Employee share of medical and Mayor pays 100% of dependent medical coverage and all dental and vision premiums.
ELIZABETH	1	Monthly	\$300.00									06/06/2011	
ENGLEWOOD	1	Annual	\$8,400.00				✓	✓	✓		✓	02/25/2011	May participate in health, dental, life but pays 100% of premium.
FEDERAL HEIGHTS	1	Monthly	\$600.00			✓				✓	✓	04/10/2007	
FLORENCE	1	Monthly	\$125.00									03/01/2011	
FORT LUPTON	1	Monthly	\$200.00									03/01/2007	Plus \$25.00 per meeting/workshop or other meetings established for the Council to attend.
GLENDALE	1	Monthly	\$1,200.00				✓	✓				08/26/2013	
GLENWOOD SPRINGS	1	Annual	\$8,400.00									01/27/2014	
GRAND LAKE	0	Annual	\$0.00									04/10/2007	
GREENWOOD VILLAGE	1	Monthly	\$3,000.00				✓	✓	✓			03/12/2013	Mayor may participate in City's health, dental, life and disability insurance plans at the same rate as city employees.
GYPSUM	1	Monthly	\$500.00									02/28/2014	
IGNACIO	1	Monthly	\$150.00									01/25/2013	
KIOWA	1	Annual	\$1,800.00			✓				✓	✓	03/02/2007	
LAFAYETTE	1	Annual	\$6,600.00								✓	01/09/2014	Wellness Program, City matches up to 4%in 457
LAKE CITY	1	Annual	\$1,800.00			✓						04/10/2007	
LAKEWOOD	1	Annual	\$38,800.00				✓	✓			✓	12/09/2013	
LONGMONT	1	Monthly	\$1,500.00				✓	✓				02/01/2013	If Medical or Dental are elected, they must pay the full cost.
LOUISVILLE	1	Monthly	\$500.00				✓	✓				02/27/2013	
LOVELAND	1	Monthly	\$1,000.00								✓	02/18/2014	
MOUNTAIN VILLAGE	0	Annual	\$0.00									04/10/2007	
NORTHGLENN	1	Annual	\$11,688.00				✓	✓			✓	01/22/2014	
RANGELY	1	Monthly	\$150.00									03/05/2012	
SEIBERT	0	Annual	\$0.00									06/19/2007	
STERLING	1	Annual	\$6,000.00				✓	✓	✓			01/29/2014	Health, dental, and life insurance are available for Mayor to purchase.
SUPERIOR	1	Monthly	\$400.00									04/10/2007	
THORNTON	0	Annual	\$15,000.00				✓	✓	✓		✓	02/16/2010	
WESTMINSTER	1	Annual	\$16,800.00				✓	✓			✓	02/03/2014	Health/Dental may be elected, they pay 100% of our blended rate.
WOODLAND PARK	1	Annual	\$0.00									02/16/2011	
AVON	1	Monthly	\$1,000.00			✓	✓	✓			✓	02/20/2014	457 is mandatory in lieu of social security, Health insurance optional. Full family recreation center pass
BENNETT	1	Monthly	\$48.00									01/26/2009	

CENTENNIAL	1	Monthly	\$850.00							✓		02/26/2009	
CENTRAL CITY	1	Monthly	\$700.86									01/01/2006	Mayor does receive 2% cost of living each year.
CRESTONE	0	Annual	\$1,296.00									01/21/2013	
DELTA	1	Monthly	\$150.00						✓			02/18/2010	Has access to City's recreation center and golf course with limitations as listed for full time employees.
ERIE	1	Monthly	\$500.00				✓	✓				02/22/2014	The Mayor is eligible for additional compensation for meetings attended @ \$25 up to \$250 per month
EVANS	1	Monthly	\$425.00									02/01/2014	Receives recreation center membership
FORT MORGAN	1	Monthly	\$200.00		✓	✓	✓	✓				03/05/2013	
GEORGETOWN	0	Annual	\$0.00									02/21/2007	
GRANADA	0	Annual	\$0.00									01/01/2006	No pay for the mayor
HAYDEN	1	Annual	\$1,800.00									02/22/2010	
HOTCHKISS	1	Monthly	\$200.00									01/01/2006	
KERSEY	1	Per Meeting	\$100.00									04/17/2013	
LASALLE	1	Monthly	\$100.00									01/01/2006	
LIMON	1	Monthly	\$49.75									03/01/2007	
MEEKER	1	Annual	\$909.00									08/15/2011	
MONTE VISTA	1	Annual	\$3,723.00									02/23/2011	
NEW CASTLE	1	Monthly	\$470.00				✓	✓	✓			02/26/2014	May participate in the employee-offered health, dental, vision, and life insurance plans but must pay 100% of premium.
PAGOSA SPRINGS	0	Annual	\$0.00										
PARACHUTE	1	Monthly	\$200.00									02/24/2010	
PARKER	1	Monthly	\$750.00		✓							01/01/2006	
PLATTEVILLE	1	Annual	\$1,200.00									04/10/2007	
ROCKY FORD	1	Annual	\$50.00									01/29/2010	
SILVERTHORNE	1	Annual	\$9,000.00								✓	02/28/2012	Mayor pays 7.5% to 457; Town matches 7.5%.
TRINIDAD	1	Annual	\$10,200.00									03/27/2013	
CARBONDALE	1	Monthly	\$1,000.00									02/27/2008	
MONTROSE	1	Monthly	\$325.00									02/09/2012	
CEDAREGE	1	Annual	\$3,600.00									02/28/2007	
FRUITA	1	Monthly	\$475.00									03/01/2012	
BLACK HAWK	1	Monthly	\$883.66		✓	✓	✓	✓	✓	✓		02/06/2014	The Mayor receives an additional monthly Medical Stipend of \$1,585.59 and monthly retirement of \$296.32. Elected officials are eligible to purchase group insurance coverage on pre-tax basis.
BLANCA	0	Annual	\$0.00									01/01/2006	
CAMPO	0	Annual	\$0.00									01/01/2006	
CRAIG	1	Annual	\$300.00					✓	✓			01/01/2006	
CRIPPLE CREEK	1	Monthly	\$542.01									03/02/2012	EAP paid for by the City.
DILLON	1	Annual	\$10,800.00									01/01/2006	
EATON	1	Annual	\$420.00									02/26/2008	
ESTES PARK	1	Annual	\$7,500.00		✓	✓	✓		✓	✓		02/13/2014	
FIRESTONE	1	Monthly	\$300.00		✓							02/24/2011	
FRISCO	0	Annual	\$11,400.00									02/07/2011	Effective 4/2/08, the Annual Salary for the newly elected mayor increased to \$11,400. (\$950 per month)
GREEN MOUNTAIN FALLS	1	Annual	\$0.00									03/01/2013	
GUNNISON	1	Monthly	\$600.00								✓	02/17/2012	
JOHNSTOWN	1	Per Meeting	\$200.00									04/10/2007	
LAMAR	1	Annual	\$4,800.00									02/06/2012	
LARKSPUR	0	Annual	\$0.00										
LAVETA	0	Annual	\$0.00									01/01/2006	
LEADVILLE	0	Annual	\$4,800.00									10/09/2007	
LONE TREE	1	Monthly	\$1,168.69									02/19/2014	
MANCOS	1	Monthly	\$250.00						✓			02/01/2008	AD&D Insurance only on the job.
OVID	0	Annual	\$0.00									01/01/2006	
PALISADE	1	Annual	\$3,600.00									02/10/2010	
SAGUACHE	1	Annual	\$0.00									02/23/2008	
WESTCLIFFE	1	Annual	\$0.00		✓							04/10/2007	
YUMA	1	Monthly	\$30.00									03/18/2012	
BRUSH	1	Monthly	\$300.00									01/07/2009	Following Nov. 09 election the Mayor will receive \$400 per month
DACONO	1	Monthly	\$75.00									03/18/2009	Voter declined compensation approval two years running.
GRANBY	1	Annual	\$9,000.00									02/24/2010	Elected every four years.
MANITOU SPRINGS	1	Annual	\$0.00									03/06/2014	Unpaid elected position - covered by workmen's compensation Stipend of \$150/month for expenses
WHEAT RIDGE	1	Annual	\$10,080.00				✓	✓	✓			01/09/2013	Life Insurance - \$5000
WINDSOR	1	Annual	\$6,000.00									02/03/2011	
OURAY	1	Monthly	\$500.00									02/23/2010	
FOUNTAIN	1	Per Meeting	\$25.00									02/29/2008	
RIDGWAY	1	Annual	\$1,500.00									01/01/2006	
ASPEN	1	Hourly	\$29.06					✓	✓			01/01/2006	

Compensation Survey System
Elected Official Comparison Report
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Job #2701 - MAYOR PRO TEM														
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457	Updated	Comments	
GOLDEN	1	Annual	\$15,132.00								✓	01/30/2014		
LITTLETON	1	Monthly	\$1,025.00									02/16/2010		
BRIGHTON	1	Annual	\$14,400.00				✓	✓	✓		✓	02/16/2011		
CASTLE ROCK	0	Annual	\$9,600.00									02/27/2012		
AURORA	1	Annual	\$14,948.00			✓	✓	✓	✓	✓	✓	02/06/2014		
ALAMOSA	1	Annual	\$4,800.00			✓						02/17/2010	PERA	
ARVADA	1	Monthly	\$1,250.00				✓	✓				02/27/2014		
BROOMFIELD	1	Annual	\$7,200.00								✓	01/28/2014	Employee and employer pay share of FICA. Employee may contribute to 457.	
BUENA VISTA	0	Monthly	\$150.00									11/06/2013		
CANON CITY	1	Annual	\$3,600.00						✓			02/24/2014		
CHERRY HILLS VILLAGE	1	Annual	\$0.00									02/11/2009		
ELIZABETH	1	Per Meeting	\$75.00									06/06/2011		
ENGLEWOOD	1	Annual	\$7,800.00				✓	✓	✓		✓	02/25/2011	May participate in health, dental, life but pays 100% of premium.	
FEDERAL HEIGHTS	1	Monthly	\$500.00			✓				✓	✓	04/10/2007		
FLORENCE	1	Monthly	\$100.00									03/01/2011		
GLENDALE	1	Monthly	\$1,000.00				✓	✓				08/26/2013		
GRAND LAKE	0	Annual	\$0.00									04/10/2007		
IGNACIO	1	Monthly	\$75.00									01/25/2013		
KIOWA	1	Annual	\$1,200.00			✓				✓	✓	03/02/2007		
LAFAYETTE	1	Annual	\$5,100.00								✓	01/09/2014	Wellness Program, City matches up to 4% in 457	
LOUISVILLE	1	Monthly	\$250.00				✓	✓				02/27/2013		
LOVELAND	1	Monthly	\$800.00								✓	02/18/2014		
MOUNTAIN VILLAGE	0	Annual	\$0.00									04/10/2007		
NORTHGLENN	1	Annual	\$9,602.00				✓	✓			✓	01/22/2014		
RANGELY	1	Annual	\$100.00									03/05/2012		
SEIBERT	0	Annual	\$0.00											
STERLING	1	Annual	\$4,800.00				✓	✓	✓			01/29/2014	Health, Dental, and Life insurance are available for purchase.	
SUPERIOR	1	Monthly	\$100.00									04/10/2007		
THORNTON	0	Annual	\$12,000.00				✓	✓	✓		✓	02/16/2010		
WESTMINSTER	1	Annual	\$14,400.00				✓	✓			✓	02/03/2014	Health/Dental may be elected, they pay 100% of our blended rate.	
WOODLAND PARK	1	Annual	\$0.00									02/15/2011		
AVON	1	Monthly	\$750.00			✓	✓	✓			✓	02/20/2014	457 is mandatory in lieu of social security, Health insurance optional. Full family recreation center pass.	
BENNETT	1	Monthly	\$25.00									01/26/2009		
CENTENNIAL	1	Monthly	\$750.00	✓						✓		02/26/2009		
CRESTONE	0	Annual	\$648.00									01/21/2013		
DELTA	1	Monthly	\$100.00					✓				02/18/2010		
ERIE	1	Monthly	\$300.00				✓	✓				02/22/2014	Mayor Pro Tem is eligible for monthly meetings @ \$25 per meeting up to \$100	
EVANS	1	Monthly	\$300.00									02/01/2014	Receives recreation center membership	
GEORGETOWN	0	Annual	\$0.00									02/21/2007		
GRANADA	0	Annual	\$0.00									01/01/2006	no pay for mayor pro-tem	
HAYDEN	1	Annual	\$1,500.00									02/22/2010		
HOTCHKISS	1	Monthly	\$50.00									01/01/2006	MUST ATTEND AT LEAST ONE MEETING PER MONTH Mayor Pro Tem appointed by Board of Trustees	
KERSEY	1	Per Meeting	\$50.00									04/17/2013		
LASALLE	1	Monthly	\$50.00									01/01/2006		
MEEKER	1	Annual	\$649.00									04/10/2007		
MONTE VISTA	1	Annual	\$2,793.00									02/23/2011		
PAGOSA SPRINGS	0	Annual	\$0.00											
PARACHUTE	1	Monthly	\$120.00									02/24/2010		
PARKER	0	Monthly	\$600.00									01/01/2006	No extra pay for Mayor Pro Tem -- same pay as Council Member	
PLATTEVILLE	1	Annual	\$900.00									04/10/2007		
TRINIDAD	1	Annual	\$6,600.00									03/27/2013		
CARBONDALE	1	Monthly	\$600.00									02/27/2008		
MONTRORSE	1	Monthly	\$275.00									02/09/2012		
FRUITA	1	Monthly	\$350.00									03/01/2012		
CAMPO	0	Annual	\$0.00									01/01/2006		
CRIPPLE CREEK	1	Monthly	\$557.31	✓								03/02/2012	EAP paid for by the City. Acts as Mayor Pro Tem and Council person.	
ESTES PARK	1	Annual	\$6,500.00			✓	✓	✓		✓	✓	02/13/2014		
FIRESTONE	1	Monthly	\$250.00			✓						02/24/2011		

FRISCO	0	Annual	\$6,000.00									02/07/2011	Effective 4/2/08, newly elected officials salary increased to \$6000 per year. (\$500 per month)
GREEN MOUNTAIN FALLS	1	Annual	\$0.00									03/01/2013	
GUNNISON	1	Monthly	\$500.00									02/17/2012	✓
JOHNSTOWN	1	Per Meeting	\$125.00									04/10/2007	
LARKSPUR	0	Annual	\$0.00										
LAVETA	0	Annual	\$0.00									01/01/2006	
LONE TREE	0	Annual	\$778.98									02/19/2014	✓
MANCOS	1	Monthly	\$150.00									02/01/2008	✓ AD&D Insurance only on the job.
OVID	0	Annual	\$0.00									01/01/2006	
PALISADE	1	Annual	\$2,400.00									02/14/2007	
SAGUACHE	1	Annual	\$0.00									02/23/2008	
YUMA	1	Monthly	\$20.00									03/18/2012	
GRANBY	1	Annual	\$6,000.00									02/24/2010	selected by the Board from the trustees elected. This person was elected as a Trustee/ Every 2 years the Board appoints from among the Trustees.
OURAY	1	Monthly	\$200.00									02/23/2010	
FOUNTAIN	1	Per Meeting	\$25.00									02/29/2008	
RIDGWAY	1	Annual	\$1,200.00									01/01/2006	
WALSENBURG	0	Per Meeting	\$100.00									04/10/2007	
NEDERLAND	1	Annual	\$0.00									04/10/2007	
FREDERICK	1	Monthly	\$150.00									01/13/2012	
BAYFIELD	1	Annual	\$1,200.00									02/28/2008	
KREMMLING	0	Per Meeting	\$50.00									08/06/2012	
MINTURN	1	Annual	\$2,400.00									10/13/2011	
TIMNATH	1	Annual	\$0.00									02/24/2009	
BURLINGTON	1	Annual	\$0.00									03/12/2014	
SOUTH FORK	1	Annual	\$0.00									08/08/2013	
PONCHA SPRINGS	0	Annual	\$3,000.00									01/31/2011	
SALIDA	1	Monthly	\$0.00	✓								02/28/2014	One council person is designated Mayor Pro Tem but no additional pay is associated with the position.
PAONIA	0	Monthly	\$100.00									09/12/2012	
MONUMENT	0	Annual	\$0.00										

Compensation Survey System
Elected Official Comparison Report
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Job #2705 - CITY COUNCIL / TRUSTEE													Updated	Comments
Entity	# Inc	Pay Basis	Salary	Comb	F/T	Ret	Health	Dental	Life	401	457			
BRECKENRIDGE	6	Monthly	\$800.00				✓	✓					02/25/2013	Monthly salary is used to offset monthly medical benefit premium. A \$500.00 Recreation Credit is provided each new plan year.
CRESTED BUTTE	0	Annual	\$4,800.00										02/24/2014	
DURANGO	4	Annual	\$5,999.76				✓	✓	✓				01/30/2012	
STEAMBOAT SPRINGS	5	Annual	\$7,449.60				✓	✓	✓				03/07/2013	
TELLURIDE	0	Annual	\$9,600.00				✓						01/01/2006	
VAIL	6	Annual	\$7,500.00				✓	✓				✓	02/21/2008	
WINTER PARK	6	Per Meeting	\$200.00										02/24/2008	
DENVER	12	Annual	\$78,173.00		✓	✓	✓	✓	✓			✓	02/24/2011	
GOLDEN	5	Annual	\$13,818.00									✓	01/30/2014	
COLORADO SPRINGS	9	Annual	\$6,250.40			✓	✓	✓	✓	✓	✓		02/27/2012	City Council benefit rate sheets will be provided to the CML office. City Council members can participate in PERA, ICMA 457 or 401a. The majority of our Council members participate in the 457 program.
LITTLETON	4	Monthly	\$900.00										02/16/2010	
BRIGHTON	7	Annual	\$12,000.00				✓	✓	✓			✓	02/16/2011	
BOULDER	9	Annual	\$9,180.48				✓	✓					03/04/2012	Paid \$191.26 per meeting; 48 meetings per year
FORT COLLINS	6	Annual	\$8,856.00										03/01/2014	
GREELEY	6	Annual	\$9,600.00				✓	✓					02/05/2014	City Council members also receive \$50 internet and \$40 phone allowances per month.
CASTLE ROCK	6	Annual	\$7,800.00										02/27/2012	
PUEBLO	6	Monthly	\$700.00			✓	✓	✓	✓	✓	✓	✓	04/10/2007	
GRAND JUNCTION	6	Hourly	\$542.00										02/24/2014	
AURORA	9	Annual	\$13,071.00			✓	✓	✓	✓	✓	✓	✓	02/06/2014	
ALAMOSA	6	Annual	\$4,800.00			✓							05/19/2009	PERA
ARVADA	5	Monthly	\$1,150.00				✓	✓	✓			✓	02/27/2014	
BROOMFIELD	9	Annual	\$7,200.00									✓	01/28/2014	Employee and employer pay share of FICA. Employee may contribute to 457.
BUENA VISTA	0	Monthly	\$150.00										11/06/2013	
CALHAN	6	Annual	\$0.00										01/01/2006	
CANON CITY	6	Annual	\$3,600.00						✓				02/24/2014	
CHERRY HILLS VILLAGE	5	Annual	\$0.00										09/06/2012	Not to include Mayor Pro-Tem which is listed separately
COMMERCE CITY	8	Annual	\$10,700.00				✓	✓	✓				01/24/2013	Eligible to participate in medical, dental and vision. City pays Employee share of medical and Council pays 100% of dependent medical coverage and all dental and vision premiums.
ENGLEWOOD	5	Annual	\$7,200.00				✓	✓	✓			✓	02/25/2011	May participate in health, dental, life but pays 100% of premium.
FEDERAL HEIGHTS	5	Monthly	\$450.00			✓						✓	04/10/2007	
FLORENCE	5	Monthly	\$100.00										03/01/2011	
FORT LUPTON	6	Monthly	\$150.00										03/01/2007	Plus \$25.00 per meeting/workshop or other meetings established for the Council to attend.
GLENDALE	5	Monthly	\$1,000.00				✓	✓					08/26/2013	
GLENWOOD SPRINGS	6	Annual	\$6,000.00										01/27/2014	
GRAND LAKE	0	Annual	\$0.00										04/10/2007	
GREENWOOD VILLAGE	8	Monthly	\$1,500.00				✓	✓					03/12/2013	Council members may participate in City's health and dental insurance at their own cost. City does not contribute to the premium.
GYPSUM	6	Monthly	\$300.00										02/28/2014	
IGNACIO	5	Monthly	\$75.00										01/25/2013	
KIOWA	1	Annual	\$1,200.00			✓				✓	✓		03/02/2007	
LAFAYETTE	5	Annual	\$4,800.00									✓	01/09/2014	Wellness Program, City matches up to 4% in 457
LAKE CITY	6	Annual	\$1,200.00			✓							04/10/2007	
LAKEWOOD	10	Annual	\$12,873.00				✓	✓				✓	12/09/2013	
LONGMONT	6	Monthly	\$1,000.00				✓	✓					02/01/2013	If Medical or Dental are elected, they must pay the full cost.
LOUISVILLE	5	Monthly	\$250.00				✓	✓					02/27/2013	
LOVELAND	7	Monthly	\$600.00									✓	02/18/2014	
MOUNTAIN VILLAGE	0	Annual	\$0.00										04/10/2007	ELIGIBLE FOR A SEASON SKI PASS
NORTHGLENN	7	Annual	\$8,349.00				✓	✓				✓	01/22/2014	
RANGELY	5	Monthly	\$100.00										03/05/2012	
SEIBERT	0	Annual	\$0.00											
STERLING	5	Annual	\$3,600.00				✓	✓	✓				01/29/2014	Health, Dental, and Life insurance are available for purchase.
SUPERIOR	5	Monthly	\$100.00										04/10/2007	
THORNTON	0	Annual	\$10,800.00				✓	✓	✓			✓	02/16/2010	
WESTMINSTER	5	Annual	\$12,000.00				✓	✓				✓	02/03/2014	

RIDGWAY	5	Annual	\$1,200.00									01/01/2006	
ASPEN	4	Hourly	\$21.25				✓	✓				01/01/2006	Single coverage only for health/dental insurance. Stipend offered if health/dental covg. is waived.
WALSENBURG	8	Per Meeting	\$75.00									04/10/2007	TWO OF CURRENT WERE APPOINTED BECAUSE NOT ENOUGH CANDIDATES TO FILL ALL POSITIONS RAN FOR OFFICE
HAXTUN	6	Annual	\$1,080.00									02/20/2014	
NEDERLAND	5	Annual	\$0.00									04/10/2007	
FREDERICK	5	Monthly	\$150.00									01/13/2012	
BAYFIELD	5	Annual	\$1,200.00									02/28/2008	
BERTHOUD	6	Per Meeting	\$75.00									03/07/2013	
SILT	6	Per Meeting	\$100.00									02/27/2007	One trustee is Mayor Pro-Tem who is paid at Mayor's rate when chairing a meeting
KREMMLING	0	Per Meeting	\$50.00									08/06/2012	
MINTURN	5	Annual	\$2,400.00									10/13/2011	
IDAHO SPRINGS	0	Monthly	\$0.00									06/25/2007	
TIMNATH	3	Annual	\$0.00									02/24/2009	
SNOWMASS VILLAGE	4	Monthly	\$1,000.00			✓						03/05/2013	
MT. CRESTED BUTTE	6	Per Meeting	\$75.00									01/23/2014	
BURLINGTON	5	Annual	\$0.00									03/12/2014	
PONCHA SPRINGS	0	Annual	\$2,400.00									01/31/2011	
SIMLA	0	Annual	\$0.00										
SALIDA	6	Monthly	\$150.00									02/28/2014	
PAONIA	0	Monthly	\$100.00									09/12/2012	
MONUMENT	0	Annual	\$0.00										



FUTURE TOWN BOARD MEETINGS

Work Sessions & Regular Meetings will be held in the Board Chambers unless otherwise noted.

June 9, 2014 5:30 p.m./1st floor conference room	Board/Manager/Attorney Monthly Meeting
June 9, 2014 7:00 p.m.	Town Board Meeting
June 16, 2014 6:00 p.m.	Town Board Work Session 2013 Audit Presentation Public Works/Parks Facility discussion Water/Sewer Tap Fee discussion Proposed code language to address electronic message center signs Proposed code language clarifying the calculation of allowable outdoor storage in the Limited Industrial I-L zoning district
June 23, 2014 6:00 p.m.	Town Board Work Session Trail Master Plan Discussion of Park Improvement Fees
June 23, 2014 7:00 p.m.	Town Board Meeting
June 30, 2014	Fifth Monday
July 7, 2014 6:00 p.m.	Town Board Work Session
July 14, 2014 5:30 p.m./1 st floor conference room	Board/Manager/Attorney Monthly Meeting
July 14, 2014 7:00 p.m.	Town Board Meeting Kern Board Meeting
July 21, 2014 6:00 p.m.	Town Board Work Session
July 28, 2014 6:00 p.m.	Town Board Work Session
July 28, 2014 7:00 p.m.	Town Board Meeting
August 4, 2014 6:00 p.m.	Town Board Work Session Capital Improvement discussion
August 11, 2014 5:30 p.m./1 st floor conference room	Board/Manager/Attorney Monthly Meeting
August 11, 2014 7:00 p.m.	Town Board Meeting

August 18, 2014 Town Board Work Session
6:00 p.m.

August 25, 2014 Town Board Work Session
6:00 p.m.

August 25, 2014 Town Board Meeting
7:00 p.m.

Additional Events

June 17-20, 2014 Colorado Municipal League Annual Conference – Breckenridge, CO

Future Work Session Topics

- Accessory Dwelling Units discussion
- Discussion of proposed code language differentiating between large retail establishments and large entertainment establishments
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