

RESOLUTION NO. 2024-76

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO, APPROVING THE COMPENSATION PLAN FOR CITY EMPLOYEES AND AUTHORIZING THE USE OF NINETY-EIGHT PERCENT MARKET RATE COMPARISON FOR THE MID-POINT STRUCTURING OF EMPLOYEE SALARY RANGES AND ESTABLISHING COMPARISON JURISDICTIONS

WHEREAS, pursuant to the City of Brighton ("City") Municipal Charter Section 7.3(J), the City Manager is responsible for administration of the City employee compensation and benefits plan that is established annually by the City Council; and

WHEREAS, the City Council passed Resolution No. 2004-74 that approved comparison jurisdictions, authorized the use of one hundred percent market rate comparison for the mid-point of employee salary ranges, and authorized a new Salary Plan; and

WHEREAS, the City Council established Arvada, Aurora, Commerce City, Northglenn, Thornton, Westminster, City and County of Broomfield, and Adams County as the comparison jurisdictions for employee salaries in Resolution No. 2004-74; and

WHEREAS, the Human Resources Department conducts the market rate comparison and establishes salary ranges for employee job descriptions which is the basis for the employee compensation and benefit plan set forth in the annual budget; and

WHEREAS, the City Council approves the budget annually where employee compensation and benefits are included as part of the budget process and budget approval; and

WHEREAS, the City desires to update its compensation plan and the City Council its guidance for compensation; and

WHEREAS, retaining and attracting experienced and high performing employees makes the City run more efficiently and improves the quality of services provided by the City, and thus, the City Council believes this action is in the best interest of the City and its residents.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO, AS FOLLOWS:

Section 1. Resolution No. 2004-74 is hereby rescinded.

Section 2. The City Council establishes the comparison jurisdictions for 2024 to be Commerce City, Thornton, Longmont, Loveland, and Westminster, and alternative jurisdictions are City and County of Broomfield and Adams County, and hereby authorizes the City Manager to periodically review and update the list of comparison jurisdictions to those most similarly situated and comparable as needed to remain comparable and to inform the City Council when changes are made to the list of comparison jurisdictions.

Section 3. The City Council approves the usage of 98 percent of market rate for the mid-point of salary ranges set forth in the compensation plan for each job description and position within the City.

Section 4. The City Council acknowledges and authorizes the City Manager to present the compensation and benefits plan as part of the budget process and approval of the budget shall be considered the annual approval of the benefits and compensation plan for employees.

Section 5. All resolutions or parts of resolutions of the City in direct conflict herewith are hereby rescinded.

Section 6. This Resolution is effective as of the date of its adoption.

RESOLVED this 1st day of October 2024.

CITY OF BRIGHTON, COLORADO

GREGORY MILLS, Mayor

ATTEST:

NATALIE HOEL, City Clerk

APPROVED AS TO FORM:

ALICIA CALDERÓN, City Attorney