



Compensation Resolution

City Council Meeting - October 1, 2024

City Staff Representatives:

Kevin Young, Director of Human Resources



Purpose

To update resolution #2004-74 dated: July 6, 2004.

Previous resolution determined that obtaining and retaining competent employees was a priority for the City of Brighton.

It's main focus areas were:

- To re-evaluate the City's salary plan to establish new jurisdictions for comparison at 100% market rate.
- To authorize specific jurisdictions to be used to compare employee salaries.



Background

Municipal Charter Section 7.3(J), states that the City Manager is responsible for administration of the City employee compensation and benefits plan that is established annually by the City Council.



Proposal

- To recind Resolution #2004-74
- Establish new comparison jurisdictions for 2024 to be Commerce City, Thornton, Longmont, Loveland, and Westminster, and alternates City and County of Broomfield and Adams County.
- Use of 98 percent of market rate for the mid-point of salary ranges.
- Authorize the City Manager to adjust comparison Jurisdictions as needed.



Questions