



1026 Park Ave · PO Box 99
Grand Lake, CO 80447
970-627-3435
www.townofgrandlake.com

To: Mayor Kudron and the Grand Lake Board of Trustees
From: John Crone, Town Manager
Re: Employee Pay Classifications
Date: April 8, 2024

Background

The Town policies require that employee pay be based upon a pay/salary grade schedule:

Pay/Salary Grades

Employee pay is determined per Town salary grades based on job classifications. Job classifications are used to objectively and accurately define and evaluate the duties, responsibilities, tasks and authority level of a job. – Grand Lake Personnel Manual

The reason to have a published pay schedule is primarily to promote transparency in government operations. The pay schedule also allows for ease of pay analysis and pay adjustment. The rates in the schedule do not reflect additional benefits that are provided by the Town. The schedule also provides comparative classifications for the Town's various jobs.

The Board approved the Town's pay schedule in January of this year. The proposed pay schedule only includes one change. It changes the position of Water Superintendent from an hourly position to a salaried, exempt position. This will save the Town money and will bring the position in line with all of the other positions in that pay grade. The current water superintendent approves of the change.

Action

If the Board of Trustees wishes to approve the proposed pay grades, it may do so by adopting Resolution 24-2024 with the following motion:

I move adopt Resolution 24-2024, Approving Town of Grand Lake Employee Pay Grades and Classifications.

TOWN OF GRAND LAKE

RESOLUTION 24-2024

APPROVING TOWN OF GRAND LAKE EMPLOYEE PAY GRADES AND JOB CLASSIFICATIONS

WHEREAS, the Town of Grand Lake employs many workers across a wide range of positions; and,

WHEREAS, the publication of pay grades and job classifications promotes government transparency in the community; and,

WHEREAS, the publication of pay grades and classifications encourages fair and non-discriminatory treatment of all employees; and,

WHEREAS, the publication of pay grades and classifications allows for more efficiency in the hiring of new employees and the promotion of current employees; and,

WHEREAS, it is important to the provision of good government that the Town of Grand Lake's pay grades and classifications be easily accessible to all employees and citizens; and,

NOW THEREFORE BE IT RESOLVED BY THE GRAND LAKE BOARD OF TRUSTEES AS FOLLOWS:

The Town of Grand Lake Employee Pay/Salary Grades and Job Classifications attached to this resolution are hereby adopted.

DULY MOVED, SECONDED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE TOWN OF GRAND LAKE, COLORADO, THIS 8th DAY OF APRIL 2024.

(SEAL)

Votes Approving:

Votes Opposed:

Absent:

Abstained:

ATTEST:

TOWN OF GRAND LAKE

Alayna Carrell
Town Clerk

Stephen Kudron
Town Mayor

Town of Grand Lake Pay/Salary Grades and Job Classifications – April 8, 2024

<u>Salary Grade</u>	<u>Job Title</u>	<u>Range Minimum</u>	<u>Range Maximum</u>
500	Town Manger (e)	\$102,823	\$171,840
		\$49.43	\$82.62
400	Treasurer (e)	\$74,693	\$134,800
		\$35.91	\$64.81
	Public Works Director (e)		
	Water Superintendent (e)		
	Community Development Director (e)		
	Clerk (e)		
350	Planner (e)	\$58,240	\$87,360
		\$28.00	\$42.00
	Asst. PW Director		
	Community Engagement Manager (e)		
300	Marina Director (e)*	\$41,100	\$72,800
		\$26.00	\$35.00
250	PW Operator I	\$45,760	\$76,960
		\$22.00	\$37.00
	PW Mechanic		
	Water Operator I		
	GLC Manager		
	Code Enforcement Officer		
	Bookkeeper		
200	PW Operator II	\$43,680	\$66,560
		\$21.00	\$32.00
	Water Operator II		
	Administrative Assistant		
	Parks Maintenance		
	Events Manager		
100	Seasonal Marina Employee	\$14.42	\$25.00