



Town of Johnstown

TOWN COUNCIL WORKSESSION COMMUNICATION

AGENDA DATE: July 10, 2023

SUBJECT: General Discussion

ATTACHMENTS: None

PRESENTED BY: Matt LeCerf, Town Manager

WORKSESSION ITEM DESCRIPTION:

The Town is in the process of conducting a compensation study which is expected to be completed in the next 30 days. The last compensation study was completed in 2021 and established an updated position grid and salary range for all positions in the Town. Since this time, inflation and other influences, including our neighboring competitors, have impacted the Town's ability to be competitive. Upon completion of the survey, a formal presentation of the findings from the consultant will be provided to Town Council necessitating guidance from Council. This will include recommended ranges for positions. The question we would like to ask Council is the following:

How would you like the ranges established? Do you want the ranges structured so that we are:

- Slightly above the market average
- In line with the market averages
- Slightly below market averages

Here is an example of what that might look like:

Range Structure	Min	Mid	Max
Above Market Average	71,594	85,915	100,236
At Market Average*	59,662	71,594	83,527
Below Market Average	53,747	64,434	75,121

* Note – Market Average used in table is from grade 400.

Other factors can certainly be debated in these elements including but not limited to years of experience and the actual job descriptions. I believe these ancillary items would be used to determine where on the range an employee would be positioned on the range.

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The goal of this work session is to help fine tune the compensation recommendations to present reasonable ranges based on the positions that meet your expectations of the bulleted options consider that are listed above.

Reviewed and Approved for Presentation,



Town Manager

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