



450 S. Parish Avenue
Johnstown, CO 80534
970.578.4664
JohnstownCO.gov

TOWN COUNCIL WORK SESSION COMMUNICATION

AGENDA DATE: July 8, 2024

SUBJECT: Town Council & Planning Commission Compensation

ATTACHMENTS: 1. Town Council Compensation Comparative Table

PRESENTED BY: Matt LeCerf, Town Manager

WORK SESSION ITEM DESCRIPTION:

Council may recall in 2023, the completion of an employee compensation study. This study included a comprehensive review of the Town's current pay structure, a review of all job descriptions for current full time and part time positions (including some newly created positions), creation of a market definition for the Town and data analyzing from multiple sources. After the completion of this study, it is Staff's opinion that it was prudent and appropriate to also collect data and current compensation for Town Councils in Northern Colorado and other immediately available areas. Council last reviewed and amended compensation for Town Councilmembers in March 2002 as adopted by Ordinance 2002-686.

Currently compensation for elected officials is described as follows:

Sec. 2-24. - Compensation.

(a) The Mayor shall receive the sum of two hundred dollars (\$200.00) and each Councilmember shall receive the sum of one hundred twenty-five dollars (\$125.00) for each regular meeting of the Town Council that he or she attends, but no compensation shall be given for attendance at special meetings or work sessions.

(b) To be eligible for compensation, the Mayor and each Councilmember must be present for at least three-fourths ($\frac{3}{4}$) of the votes taken at the meeting attended, the roll call counting as one (1) vote. Votes missed as a result of a conflict of interest by a Councilmember shall not be counted in the total against that member.

(c)The Mayor Pro Tem, if acting as Mayor for three-fourths (3/4) of the meeting, shall receive the compensation of the Mayor for the meeting.

Included to facilitate the discussion, is a comparative table showing other municipalities and compensation provided to their respective governing bodies. Considering the substantial time that is required to be dedicated to this responsibility as an elected official, Staff is requesting feedback from Council if they would like an ordinance presented to increase elected official compensation. The compensation table serves as a baseline for how other communities compensate their elected officials. Other cities and towns offer additional benefits for Council members. The most notable is the option of being included in the municipality's health and dental benefits. Based on the survey conducted by CML circa early 2024, 46% of the entities responding from a sample size of 45 provide an enrollment option to the Council. It is important to note that any compensation increase that may be approved Council, would not go into effect until an individual is elected at a future election based on their staggered terms and would not be effective immediately.

Staff also received an inquiry regarding compensation for Planning Commission. We receive guidance from both the Colorado Revised Statute (CRS) and the Johnstown Municipal Code. The following is stated in statute:

C.R.S. § 31-23-203

(3) All members of the commission shall serve without compensation unless otherwise provided by ordinance and the appointed members shall hold no other municipal office; except that one such appointed member may be a member of the zoning board of adjustment or appeals.

Furthermore, the Johnstown Municipal Code states the following related to the Planning Commission:

Sec. 2-183. - Qualifications of members; compensation.

All members of the Planning and Zoning Commission shall be residents in the Town. If any member ceases to reside in the Town, his or her membership shall immediately terminate. All members of the Planning and Zoning Commission shall serve as such without compensation.

If Council desires to provide a compensation adjustment for itself as a governing body and/or a stipend for Planning Commissioners, an ordinance would need to be provided to Council for consideration at an upcoming meeting in both conditions. If this is the desire of Council, Staff would recommend attendance at the Planning Commission meetings to be eligible for compensation.

Reviewed and Approved for Presentation,



Town Manager