



Town of Johnstown

TOWN COUNCIL WORKSESSION COMMUNICATION

AGENDA DATE: July 31, 2023

SUBJECT: Compensation Study Informational Review

ATTACHMENTS: 1. Johnstown Council Compensation Study Results Presentation

PRESENTED BY: Laura Stephens, HR Director
Laurie Graves, Graves Consulting

WORKSESSION ITEM DESCRIPTION:

The Town worked with an external consultant to develop compensation grades and ranges for all staff positions based on current market data. The Police Department step plan was also included in this study.

This presentation is designed to provide insight into the process of developing the compensation strategy for the Town based on the foundation of the compensation market study. It is also intended to culminate in presenting a recommended range of salary compensation based on specific grades in the organization.

The purpose of conducting a compensation study is to gather statistically valid data from a defined market to provide a framework for setting internal rates that are sufficient to attract and retain employees.

The Town worked with an external consultant on this study for the purpose of obtaining an independent review and additional market insight. Several vendors were evaluated, and Laurie Graves of Graves Consulting was selected for her extensive knowledge of the Northern Colorado area. She came recommended from a significant number of Northern Colorado municipalities that use her services on a regular basis to research market data and recommend compensation guidelines for their organizations.

The attached presentation describes this process in detail and will be presented by Laurie Graves.

The Community That Cares

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Reviewed and Approved for Presentation,



Town Manager

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