



WORKSESSION MEMORANDUM

DEPARTMENT	PRESENTED BY	DATE
Administration	Drew Nelson - City Administrator	July 5, 2023

ITEM

City Council Recruitment and Retention Practices

BACKGROUND

As we quickly approach election season ahead of the November 2023 election for the Mayor and City Council, staff has been directed to provide some analysis on recruitment and retention practices that may attract new and more diverse potential elected official candidates to the City of Salida. Currently, the Salida Municipal Code allows for a small monthly stipend to compensate City Councilmembers for their time, along with a family pass to the Salida Hot Springs Aquatic Center. With the time commitment involved for City Council and Mayor positions, evaluation of compensation, benefits, and assistance with other needs is warranted ahead of the November 2023 election.

ANALYSIS

As noted above, the Salida Municipal Code currently allows for monthly compensation of \$650 per month for the Mayor and \$450 per month for City Councilmembers. This is generally on the low end when compared to some peer communities:

Municipality	Mayor Compensation (Monthly)	Council/Trustee Compensation (Monthly)
Gunnison	\$750	\$625
Canon City	\$750	\$500
Glenwood Springs*	\$1200	\$1000
Buena Vista	\$450	\$350
Durango	\$1117	\$867
Alamosa	\$600	\$400
Montrose*	\$1000	\$900
Frisco	\$1050	\$600
Crested Butte	\$1050	\$650
Rifle	\$950	\$600

*Offers ability to purchase into health insurance plan at the rate of employee contributions.

As noted above, some municipalities offer Trustees/Councilmembers the ability to participate in the municipality's health care plan. This is done through allowing purchase of plan coverage at the same rate as employees. Currently, the City's health care plan provides for the following (health and dental):

Plan	Coverage	Employee Share (annual)	City Share (annual)
Health (PPO Rate Shown)	Employee Only	\$691	\$9,425
	Employee + Children	\$3154	\$14,450
	Employee + Spouse	\$3734	\$16,846
	Family	\$4788	\$21,156



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Plan	Coverage	Employee Share (annual)	City Share (annual)
Dental	Employee Only	\$37.20	\$334.80
	Employee + Children	\$211.20	\$844.80
	Employee + Spouse	\$156	\$624
	Family	\$283.20	\$1132.80

Should the City Council determine that health/dental/vision insurance may be a viable recruitment/retention tool, the costs should be covered by the compensation amounts made available in the Salida Municipal Code and not above or beyond what the compensation amounts are. Code language could include the following: *“Each City Council member is eligible to buy into the City health insurance plan. Council Members participating shall have the cost of the insurance deducted from their compensation. If said compensation is inadequate to cover the cost of the insurance plan, the Council Member will be required to pay the City the remaining balance.”*

One additional option to consider is the ability to alternate or switch meeting times to mornings to allow people who work in the evenings to participate. This can be done at the discretion of the City Council once a new elected body is seated, so it may be wise to wait until new members are available to navigate any scheduling conflicts. Also, the City Council may consider providing refreshments or meals prior to meetings to make attendance more convenient for members, as time constraints generally prevent being able to eat at a proper time while also making the meetings.

At the Colorado Municipal League conference, numerous presenters relayed the need to make City Council meetings more inviting to both constituents and Councilmembers through the provision of resources for all citizens, including American Sign Language (ASL) interpreters, ADA-accessible visual presentations, audio dictation of meetings for persons with hearing challenges, and more. Staff is consistently working on providing additional access via multiple platforms for City Council meetings; we anticipate additional changes in the future to enhance access.

RECOMMENDATION

Staff requests that the City Council provide direction on potential recruitment and retention techniques that may be attractive to possible candidates. Staff does believe that the City's financial position would allow for additional costs to be absorbed within the budget going forward. Again, it must be noted that any changes in compensation or benefits would only be received by officials following the next election, meaning that no current existing terms would be impacted by any change.