

**RESOLUTION NO. 4**  
**Series of 2017**

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE TOWN OF  
CARBONDALE, COLORADO APPROVING THE 2017 TOWN OF  
CARBONDALE SALARY SURVEY UPDATE**

**WHEREAS**, the Board of Trustees of the Town of Carbondale, Colorado has reviewed and considered the 2017 Salary Survey Update presented by Mountain States Employers Council, a copy of which is attached hereto as Exhibit "A" and

**WHEREAS**, the Board of Trustees finds and determines that the 2017 Town of Carbondale Salary Survey Update should be implemented as of January 1, 2017, and

**WHEREAS**, the Board of Trustees desires a competitive compensation package for Town of Carbondale employees.

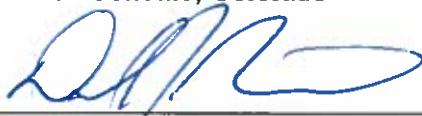
**NOW THEREFORE BE IT RESOLVED** that the Board of Trustees of the Town of Carbondale, Colorado hereby approves the 2017 Town of Carbondale Salary Survey Update and directs that it be implemented effective as of January 1, 2017.

**BE IT FURTHER RESOLVED** that the Board of Trustees of the Town of Carbondale, Colorado hereby adopts a three (3) year cycle for Salary Survey updates.


**INTRODUCED, READ AND POSTED** this 11<sup>th</sup> day of April, 2017.

Town of Carbondale, Colorado

By: \_\_\_\_\_

  
Dan Richardson, Mayor

ATTEST:

  
Cathy Derby, Town Clerk



**Town of Carbondale Proposed Ranges Using Discounted Rates  
February 2017 - DRAFT**

<b>Salary Grade</b>	<b>Percent Between Midpoints</b>	<b>Range Minimum</b>	<b>Range Midpoint</b>	<b>Range Maximum</b>	<b>Range Spread</b>
10		\$32,800 \$15.77	<b>\$38,500</b> \$18.51	\$44,200 \$21.25	35%
15	10%	\$36,200 \$17.40	<b>\$42,500</b> \$20.43	\$48,800 \$23.46	35%
20	7%	\$37,900 \$18.22	<b>\$45,500</b> \$21.88	\$53,100 \$25.53	40%
25	8%	\$40,800	<b>\$49,000</b>	\$57,200	40%
30	11%	\$44,400	<b>\$54,400</b>	\$64,400	45%
35	7%	\$47,300	<b>\$58,000</b>	\$68,700	45%
40	8%	\$50,000	<b>\$62,500</b>	\$75,000	50%
45	13%	\$56,300	<b>\$70,400</b>	\$84,500	50%
<b><i>Market Data Discounted by 10%</i></b>					
50	9%	\$61,600	<b>\$77,000</b>	\$92,400	50%
<b><i>Market Data Discounted by 5 or 10%</i></b>					
55	8%	\$66,400	<b>\$83,000</b>	\$99,600	50%
<b><i>Market Data Discounted by 10%</i></b>					
60	15%	\$76,300	<b>\$95,350</b>	\$114,400	50%
65	21%	\$92,400	<b>\$115,550</b>	\$138,700	50%
70		\$114,500	<b>\$146,000</b>	\$177,500	55%

**Town of Carbondale SALARY GRID (February 2017) - DRAFT -**

	Administration	Planning	Finance	Public Works/Utilities	Police	Parks & Recreation	Town Manager
Grade 10	Custodian						
Grade 15					Police Services Clerk	Parks Maintenance Technician II	
Grade 20			Acctg Clerk I/Town Clerk Asst	Equipment Operator I-PW Streets Maintenance Worker I Utilities Administrative Asst. Utilities Maintenance Worker I		Facility Maintenance Lead	
Grade 25		Administrative Technician	Acctg Clerk II/HR Assistant Acctg Clerk II	Equipment Operator II-PW Utility Operator I	Police Admin Assistant Ordinance Enforcement Ofcr	Parks Irrigation Technician	
Grade 30				Assistant to the Director Utilities Technician		Rec Coord (Special Events) Rec Coord (Aquatics & Athletics)	
Grade 35				Fleet Mechanic Laboratory Technician Utility Operator II		Rec Coord (Rec Ctr Facility) Town Arborist / Horticulturist	
Grade 40		Planner II		Streets Foreman Utility Operator III	Police Officer I	Parks Foreman	
Grade 45					Police Officer II School Resource Ofcr Detective		
Grade 50					Police Sergeant	Recreation & Community Ctr Mgr	
Grade 55		Building Official		Utilities Supervisor			Town Clerk
Grade 60		Planning Director	Finance Director	Utility Director	Police Lieutenant	Parks and Recreation Director	
Grade 65				Public Works Director	Chief of Police		
Grade 70							Town Manager