

STUDY SESSION NOTES
CITY OF WHEAT RIDGE, COLORADO
City Council Chambers 7500 W. 29th Avenue

May 20, 2013

Mayor DiTullio called the Study Session to order at 6:32 p.m. Council members present: Davis Reinhart, Bud Starker, Joyce Jay, George Pond, Mike Stites, and Tracy Langworthy.

Absent: Joseph DeMott

Also present: City Clerk, Janelle Shaver; Treasurer, Larry Schulz; City Manager, Patrick Goff; Administrative Services Director, Heather Geyer; Public Works Director, Tim Paranto; Human Resources Director, Tamara Dixon; support staff; guests Nikki Aggers and Candy Siderius

PUBLIC COMMENT ON AGENDA ITEMS

1. 2013 City Pay-for-Performance Compensation Plan

Mr. Goff introduced Tamara Dixon, our new director of Human Resources, and Nicki Aggers and Candy Siderius from the Mountain States Employers' Council who helped the City with the Pay-for-Performance plan. He also thanked Heather Geyer for her work on the plan.

Following the recession of 2009 City Council directed the City Manager to create a financially sustainable compensation plan. The existing plan had met its ten-year shelf life and was no longer a best practice.

Candy Siderius went through the reasons, philosophy and methodology for a Total Compensation analysis. The "New Normal" provides

- Greater emphasis on total compensation,
- The Pay-for-performance model is tied to an evaluation tool,
- Greater emphasis on results and less on longevity,
- The market comparison group is expanded.

The analysis is credible, consistent, data driven, defensible, sustainable over time, easily understood by employees, and will aid in attracting/retaining employees.

Total Compensation....

balances pay, benefits and work-life factors,
expresses the City's objectives, values, and beliefs about pay, and
addresses internal and external equity.

The methodology updated job descriptions, matched jobs to survey descriptions, collected salary survey data, and designed a new salary structure that would ensure financial prudence, yet be flexible.

Nikki Aggers continued with the following aspects of the process:

Job Matching Process – Compared internal job data with high quality, credible, specialized pay surveys that represent the market – literally thousands of employers including public, private, non-profit, and IT. Directors gave input and approval.

Job Hierarchy – Establishes job progression within the organization according to knowledge, problem-solving, decision-making, accountability, working conditions, certification/credentials needed for the job, good understanding about the value of jobs

Salary Grade – A grouping of jobs with similar knowledge, skill, and responsibility paid on the same scale.

Salary Range – Used to establish the limits of the value or payment for jobs. Every job has a finite value. Not every *person* does, but every *job* does.

Result of the process? The Pay-for-performance Plan. It is/has:

- Results-driven plans for Open Range and Sworn employees
- Market-driven – to cast a wider net
- Statistical validity
- Ease of plan administration
- Financially Sustainable – replaces mid-year market analysis with biennial review

Implementation

- New plan will be effective May 25, 2013, and is funded in the 2013 budget
- Placement costs (prorated) are \$158,696
- Includes a one-time direct payment of \$1,000 (full-time benefitted) or \$500 (part-time benefitted)
- Total: \$367,696

Councilmembers had questions and generally positive comments. Some points that came out during the discussion were:

- Employees will not be compensated for continuing education.
- There will no longer be mid-year evaluations.
- This methodology has been used (in the marketplace) since the early 1980's.
- The plan can handle unforeseen, bad financial times in the City.
- Our compensation values are in the middle of the market – not too high, not too low.
- Total compensation includes everything the employer puts on the table – beyond pay and benefits there are smaller things like who you sit next to, work environment, is there free parking, etc.?
- Department heads have already been on this for 5 years.

2. Traffic Calming/Monument Signage Program – Tim Paranto

Mr. Paranto went through a packet of material he provided for Council. It included the former Traffic Calming Plan the City used until 2003. To implement this program today

would cost about \$450K per year. He pointed out a map showing reported cut-through streets in neighborhoods and a map with potential locations for "Welcome to Wheat Ridge" signs that could be put on the back of stop signs.

There were questions from Council and general discussion followed. There was some interest in temporary speed bumps. There was mixed interest in implementing traffic calming. It was questioned whether neighborhood entry signs will achieve any traffic calming. The "Welcome to WR" signs had support. What will be the criteria for neighborhood identification or City entry signs?

Mr. Paranto explained that neighborhood identification monument signs may divert traffic, but they are not a traffic calming device. To achieve traffic calming it's necessary to use speed bumps or install weaving paths. He reminded Council that some residents don't like having speed humps on their street.

Council questions revealed there are temporary (movable) speed bumps available, but warning signs are necessary. It would be a bit more labor intensive, but staff can investigate that. ~ The cost of the Welcome to WR signs on the back of stop signs is \$90 per sign, plus one hour of labor.

Mr. Reinhart asked for consensus to have staff develop a program for a limited number of neighborhood identification signs (Ex: 10) and a separate program for temporary traffic calming devices.

Following additional Council discussion Mr. Paranto summarized what he will do:

- Identify specific locations for neighborhood monument signage using this year's budget of \$100,000
- Investigate the cost for temporary speed bumps, and if not too expensive have Mr. Goff approve those
- Work on a neighborhood traffic control program as an option for next year's budget

3. Staff Report(s) none

4. Elected Officials' Report(s)

Kristi Davis brought up last Saturday morning's Council retreat discussion of a tax increase. Since Councilmember Stites and the Mayor weren't there the rest of the Council wanted to know if they would support presenting a 1% sales tax increase to the voters in November. Sales tax was preferred because it hits non-residents too, and a mill levy increase would hurt businesses more than households. An extra 1% sales tax increase is projected to generate \$6M dollars. Everyone at the retreat supported it and wants to spend the next 6 months diligently educating the voters, so they wanted to know if Mr. Stites and Mayor DiTullio would support this so they could be united.

Mr. Pond said timing was discussed and they'd agreed that doing it in 2013 was better than 2014 -- better sooner than later. He said another important factor in the discussion of sales tax and/or mill levy was to have a single issue to campaign on.

Mrs. Jay noted if the internet sales tax passes it will help to have a higher sales tax rate.

Mayor DiTullio said he prefers sales tax over mill levy because 60% of our sales tax comes from people who live outside Wheat Ridge. He asked if the sales tax would be tied to any certain project. (No, it will go into the general fund.)

Mr. Goff pointed out it was agreed not to proceed with the height and density question.

Mr. Stites did not appreciate being called out in a public meeting because he wasn't at the retreat Saturday morning. He was absent from that meeting because the changes on 38th Avenue have affected his business drastically, and many other businesses too. He had to work. He offered no opinion on whether he would support the sales tax increase.

Mayor DiTullio, on behalf of a couple of businesses on 38th Avenue, asked if the City could restripe the back-in parking spaces to head-in parking. There have been a lot of complaints from customers. Mr. Reinhart suggested we discuss all this on June 17th.

Mike Stites mentioned the letter they'd received from a lawyer about a project on Youngfield. He noted the Wendy's was approved several years ago, but it never happened. He thought it was due to the economy, but now they want to put in a Starbucks. If we're giving them grief over curb cuts we need to be working with these people to get that project going. Mr. Goff said he would reach out to them.

Mr. Goff asked if they should proceed with the sales tax.

Davis Reinhart asked about putting something out to the Governor's office urging him again to veto the bill that would unionize fire fighters. According to CML he is leaning towards signing it. The Mayor referenced the letter he had forwarded to Council from the Metro Mayor's Caucus urging veto of SB-25. No one had a problem with the Mayor signing on to that letter and he said he might send a separate one too.

Mr. Goff asked again if they should proceed with the sales tax. The answer was yes.

The Study Session adjourned at 8:26 pm.



Janelle Shaver, City Clerk