

ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS

AGENDA COMMUNICATION FORM

FROM:	Kathy Nelson, Human Resources Director
TODAY'S DATE:	April 19, 2022
AGENDA TITLE:	Discussion on Adjusting Routt County's Base Compensation
CHECK ONE THAT APPLIES TO YOUR ITEM:	
<input type="checkbox"/> ACTION ITEM	
<input checked="" type="checkbox"/> DIRECTION	
<input checked="" type="checkbox"/> INFORMATION	
I. DESCRIBE THE REQUEST OR ISSUE:	
Discussion on Adjusting Routt County's Base Compensation	
II. RECOMMENDED ACTION:	
Discussion and Direction on Adjusting Routt County's Base Compensation	
III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):	
PROPOSED REVENUE: None	
PROPOSED EXPENDITURE: Estimated Annual Expense Including Benefits is: \$76,676	
FUNDING SOURCE: YVRA \$70,436; Facilities Management, DHS, Clerk, Fair, Road & Bridge, Public Health, and BCC will fund the \$6,240 balance.	
IV. IMPACTS OF A REGIONAL NATURE OR ON OTHER JURISDICTIONS (IDENTIFY ANY COMMUNICATIONS ON THIS ITEM):	
None known.	
V. BACKGROUND INFORMATION:	
Routt County has a number of essential positions where the base wage is no longer competitive. Due to the low starting wages of these positions, many departments have been challenged with high turnover and recruitment problems. In an effort to address the above issues, we are recommending that Routt County's minimum base wage is adjusted to \$20.00/hr. and \$14.00/hr. for tipped positions.	
VI. LEGAL ISSUES:	
None known.	
VII. CONFLICTS OR ENVIRONMENTAL ISSUES:	
None known.	
VIII. SUMMARY AND OTHER OPTIONS:	