

**RESOLUTION NO. 3372 (2023)**

**REPEALING AND REPLACING RESOLUTION NO. 3341  
AND  
ESTABLISHING 2024 PAY PLAN**

**WHEREAS**, the Grand County Commission recognizes the need to periodically evaluate and adjust wages and grade levels on a job-by-job basis in order to remain competitive in the labor market;

**WHEREAS**, the Grand County Council adopted Resolution No. 3079 in 2016 to establish a market-based compensation evaluation process for wage adjustments and position reclassifications;

**WHEREAS**, the Grand County Council adopted Resolution No. 3341 in 2022 to amend the Grand County grade and step chart, approve new positions for 2023 and designate grade and step assignments for non-elected employees;

**WHEREAS**, the County has conducted a thorough market-based salary and compensation study for all employment positions;

**WHEREAS**, the County it is necessary and beneficial to the work of the county that new positions be created;

**WHEREAS**, the current grade and step chart is incompatible with the proposed salary ranges; and,

**WHEREAS**, the Commission wishes to adjust the salaries of its employees to be commensurate with the cost of living adjustment of 3.2% and establish new and updated positions for 2024.

**WHEREAS**, the Commission wishes to offer an Employee Appreciation Day to regular full time employees to be taken July 5th, 2024.

**NOW THEREFORE, BE IT RESOLVED BY THE GRAND COUNTY COMMISSION THAT:**

1. The grades and salary ranges presented in Exhibit A are hereby adopted for all positions therein;
2. The wages and salaries presented in Exhibit B are hereby adopted for all employees therein;
3. The grade and step chart presented in Exhibit C is hereby adopted;
4. The Benefit Cots presented in Exhibit D is hereby adopted;

5. The Schedule of Pay Periods and Holidays including the Employee Appreciation Day, July 5th, 2024 presented in Exhibit E is hereby approved;
6. The positions presented in Exhibit F are hereby approved;
7. The individual incumbent named in Exhibit F in Reclassified positions shall be offered employment for their respective positions; and,
8. The positions identified for recruitment can be advertised for recruitment effective December 20th, 2023,
9. The reclassified position job descriptions presented in Exhibit F are hereby approved;
10. The edited position job descriptions presented in Exhibit F are hereby approved;
11. This resolution shall be effective January 1<sup>st</sup>, 2024.

**APPROVED** by the Grand County Commission in open session this 19th day of December, 2023 by the following vote:

AYE: Clapper, Hadler, Hedin, McCurdy, Walker, Winfield

NAY:


ABSENT: McGann



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Jacques Hadler, Chair  
Grand County Commission

**ATTEST:**



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Gabriel Woytek  
Grand County Clerk/Auditor