

SOUTH METRO FIRE RESCUE FIRE PROTECTION DISTRICT

RESOLUTION NO. 2021 - 11

ADOPTING A REVISED STAFF WAGE METHODOLOGY

WHEREAS, the South Metro Fire Rescue Fire Protection District (“District”) is a quasi-municipal corporation and political subdivision of the State of Colorado and a duly organized and existing special district pursuant to Title 32, Article 1, Colorado Revised Statutes; and

WHEREAS, the District implemented a new methodology to determine staff wages, developed by the consultant Korn Ferry, in order to enhance our ability to provide a robust, predictable, and stable methodology that continues to align with our goal of being an employer of choice; and

WHEREAS, at the February 1, 2021 regular board meeting, the board directed staff to move forward with this new methodology with the following motion: “The board directs staff to utilize the job-leveling process recommended by Korn Ferry, the Korn Ferry public sector market dataset, and use the 75th percentile as the maximum target for staff base wages within that dataset”; and

WHEREAS, the process of determining the staff wages for 2022 has shown that the public sector market dataset is not as robust, predictable, and stable as originally anticipated; and

WHEREAS, Korn Ferry’s general market is composed of thousands of employers and job positions and therefore does provide the robust, predictable, and stable dataset that is needed to effectively establish a wage structure moving forward; and

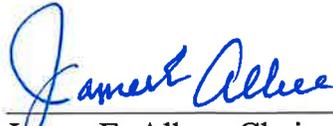
WHEREAS, the original motion approved by the board needs to be modified in order to direct staff to utilize Korn Ferry’s general market.

NOW, THEREFORE, BE IT RESOLVED AND DECLARED by the Board of Directors of the South Metro Fire Rescue Fire Protection District that staff shall utilize the job-leveling process recommended by Korn Ferry, the Korn Ferry general market dataset, and use the 75th percentile as the maximum target for staff base wages within that dataset.

Effective Date. This Resolution shall take effect and be enforced immediately upon its approval by the Board.

ADOPTED this 6th day of December, 2021.

South Metro Fire Rescue Fire Protection
District

By: 
James E. Albee, Chairman

Attest:


Hank Eng, Secretary