



AGENDA ITEM REQUEST FORM
Communication to Board of County Commissioners

To: Chair Sandy Hollingsworth Commissioner Web Sill and Commissioner Linda Isenhart,

From: Ryan Keenan – Facilities Manager

Today's Date: 3/23/22

BoCC Meeting Date: 4/05/22

Does this item require a PUBLIC HEARING? Yes

Item: Request To Hire a Candidate for Facilities Maintenance Tech 1 above mid-grade

Request or Issue: To Offer \$55,000/yr salary to this candidate

Recommended Action / Next Step: Approval to offer \$55,000 to candidate

Financial Impact(s): No

Finance/HR Staff: Approved by HR –

No approval from Finance as Facilities has \$406,031 budgeted for Salaries this year.

At Current pay rates we will spend \$314,095 with no additional hires this year.

\$55,000 (suggested annual rate) will be reduced to \$36,666.66 for 8 month out of 12 worked this year if hired.

$\$314,095 + \$36,666.66 = \$350,761$ - would be spent if candidate is hired at the suggested range.

This still leaves \$55,270 in the facilities salary budget for 2022.

Grant Apps: n/a

Associated Agencies: n/a

Background Information: The candidate has shown a long history of direct experience in the field. The candidate has recently moved locally to Gilpin County. The Facilities Department would benefit greatly by adding an additional qualified individual to the maintenance team. I believe it would serve the county's best interest to at least make a competitive offer considering the potential benefits.

Amount of agenda time needed: 20 minutes

Is this item time sensitive: Yes. We would like to make the best offer possible to the candidate as soon as possible.

Contact for Follow Up: Ryan Keenan

Position Being Filled: Facilities Maintenance Tech I

Current Employee? NO

Grade: 15

Salary Range:

\$41,132	\$49,359	\$57,585
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Position Type:

Regular FT With Benefits Non-exempt

Requested Starting Salary: \$55,000/yr.

Reasoning for requested salary to offer this candidate:

$57,585 - \$41,132 = \$16,453 / 20 \text{ yrs.} = \$822.65/\text{yr}$ per year of relevant experience x 16 (years of relevant experience) = \$13,162.4 of experience above entry level + \$41,132 (entry pay for this position) = \$54,294.4 Total would be the exact pay per the scale as appropriate for the documented experience of this candidate.

I rounded up to \$55,000/yr as a salary based on my assessment of the candidates soft skills, and positive feedback from their professional references.

Managing Supervisor Name: Ryan Keenan

Experience and Qualifications of the Candidate are as provided below: