

BOARD OF COUNTY COMMISSIONERS
COUNTY OF GILPIN

RESOLUTION APPROVING AN AMENDMENT TO THE GILPIN COUNTY
COMPENSATION PLAN

WHEREAS, an amendment to the Gilpin County Compensation plan has been proposed; and

WHEREAS, the Gilpin County Compensation Plan requires that any such proposed amendments shall be formally approved by the Gilpin County Board of Commissioners by resolution adopted at a regular meeting of the Board of County Commissioners;

NOW THEREFORE, be it resolved by the Board of County Commissioners of the County of Gilpin that the amendment to the Gilpin County Employee Compensation Plan attached to this Resolution as Exhibit A, is hereby approved.

ADOPTED this 18th day of February 2020.

ATTEST:

Sharon Cate

Deputy Clerk to the Board

BOARD OF COUNTY COMMISSIONERS
GILPIN COUNTY

Gail Watson

Chair

ACKNOWLEDGMENT

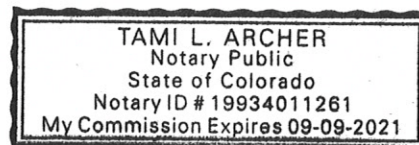
STATE OF COLORADO)
)ss.
COUNTY OF GILPIN)

The foregoing Resolution was acknowledged before me this 1st day of May,
2020, by Gail Watson, Chair, and Sharon Cate, Deputy County Clerk, County of Gilpin.

Witness my hand and official seal.

My commission expires: 09-09-2021

Tami L. Archer
Notary



Change to Compensation Plan Guidelines Document: Transfers Section

Transfers

A transfer occurs when an employee ~~is moved~~ moves from one job to another or transfers into a vacancy in the County. County Manager approval is required for all transfers in the County. ~~, and the transfer benefits the County.~~ The job may be in the same department or another department/office within the County. ~~Transfers include vacancies transferring where the~~ The transferring employee must go ~~goes~~ through the standard ~~testing and~~ hiring process.

For transfers within the same salary range, the employee's ~~pay remains unchanged.~~ pay will need to be approved following the same guidelines set forth in the "New Hire Starting Pay" section of this document.

For transfers to a higher salary range, if the employee's current pay falls within the salary range for the new position, the employee's ~~pay remains unchanged.~~ pay will need to be approved following the same guidelines set forth in the "New Hire Starting Pay" section of this document.

For transfers to a lower salary range (excluding demotions), if the employee's current pay ~~falls within the salary range for the new position, the employee's pay remains unchanged. If the employee's pay is above the range maximum then their pay will be decreased to the maximum of the new salary range.~~

New Wording Proposed for transfers to a lower salary range (excluding demotions):
falls within the salary range for the new position, the employee's pay will need to be approved following the same guidelines set forth in the "New Hire Starting Pay" section of this document.

Employees Transferring will carry over their benefit accruals at the same rate as their existing rate at the time of Transfer.

For Reference only:

New Hire Starting Pay

New hires start at the range minimum. If a new hire has previous experience and/or training for the job, the starting pay may exceed the range minimum using the following guidelines:

Hire up to 5% over range minimum – approval by Department Director/Elected Official.

Hire from 5% - 10% over range minimum – must also be approved by County Manager.

Hiring over 10% - Must be approved by the BOCC. An example of hiring over 10% into the range would be for hard-to-fill positions.

Documentation (proof of education, certifications, experience, etc.) must be presented to the County Manager / BOCC when requesting a starting pay above the 5%. The approval depends upon a variety of factors (skill shortage in the market, etc.) and available budget.