

HUMAN RESOURCES COMMITTEE
MINUTES
October 20, 2022

A meeting of the Human Resources (HR) Committee was held on Thursday, October 20, 2022 at 9:30 a.m. at the Southeastern Colorado Water Conservancy District office.

Chairman Alan Hamel announced a quorum was present.

COMMITTEE MEMBERS PRESENT:

Alan Hamel- Chairman, Ann Nichols-Vice Chairwoman, Dallas May, Patrick Garcia, Bill Long and James Broderick.

COMMITTEE MEMBER(S) ABSENT AND EXCUSED:

Tom Goodwin

OTHERS PRESENT:

Seth Clayton, Greg Felt, Board of Directors; Luke Mecklenburg (Zoom) Assistant Attorney General, Water Unit; Stephanie Shipley, Southeastern Colorado Water Conservancy District staff.

APPROVAL OF MINUTES:

Chairman Hamel confirmed that members of the Committee received their copy of the April 7, 2022 minutes and asked if there were any corrections or additions. Hearing none, Mr. Garcia moved, seconded by Ms. Nichols, to approve the April 7, 2022 minutes. Motion unanimously carried.

PRESENTATIONS:

2022 Compensation Review

Mr. Broderick reviewed the 2022 Compensation Review that was completed in-house by District staff. Mr. Broderick reminded the Committee that District evaluates the compensation salary review every three years and salary and benefits every six years. The purpose of the compensation review is to determine how closely the District's salary ranges align with its competitive pay target and setting salary range midpoints to the 70th percentile of prevailing wages.

Mr. Broderick explained the process it required to complete the in-house compensation review, as well as the external survey data used and reflected in the review, the data scrubbing process, and how the calculation and reporting prompted the survey results. In total, 17 positions were reviewed and evaluated. Based on the survey results, 10 positions had range midpoints considered in line with prevailing rates, (within 90%-100% of the estimated 70th percentile of base wage guidelines) and 7 positions that fell outside of the guideline when compared to the estimated 70th percentile. Mr. Broderick identified the Districts current positions that need to be adjusted to better align with the competitive market. Those positions consisted of the Water Resources Engineer, Accountant, Accounting Specialist, and Staff Attorney and planned to make adjustments to those specific positions accordingly. In addition, Mr. Broderick

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explained the detailed information for each position that was included in the review as well as two salary range tables showing the salary range with a 40% spread.

ACTION ITEMS:

2022 Compensation Review

After review and discussion, a motion was made for the Committee to recommend to the Board of Directors approval of the 2022 Compensation Review and set the new 2022 salary ranges as well as include an aging/inflation factor of 8 percent with the 2023 budget period. Mr. Long moved, seconded by Mr. May to approve taking the recommendation to the Board for approval. Motion unanimously carried.

INFORMATION ITEMS:

Family Medical Leave Insurance Program (FAMLI)

Mr. Broderick informed the committee that there was an informational item in the meeting packet that explained the State's new Family Medical Leave Insurance Program (FAMLI). The State-run paid FAMLI Program relates to Proposition 118 that was approved by Colorado voters in November 2020 to ensure that Colorado employees have access to paid leave to care for themselves or their family members during a health event or to grow their family. FAMLI is a social insurance program that is funded through a premium that is paid into a fund. The premium rate through 2024 is 0.9% of employee wages and is split 50/50 between the employer and employee. Unlike private employers, FAMLI statute is written to give Colorado Local Governments the ability to opt out of the program. Local Governments have three options regarding their participation in the state-run program.

- Participate in FAMLI just like any other private sector employer
- Decline ALL Participation
- Decline Employer Participation

Local governments that decide to opt out of the program, must do so by a vote of the governing body. In addition, they have to register in the FAMLI system to notify FAMLI division of their vote to decline by January 1, 2023.

Based on the District's generous and current benefit structure that includes vacation, sick leave, long-term illness account, long-term disability insurance, secondary insurance offering by Aflac, and up to 8 weeks of unpaid leave for health care related issues or a family emergency, Mr. Broderick recommended that the committee recommend to the Board of Directors to decline ALL participation by voting to Opt-out of the FAMLI Program at the November board meeting.

OTHER BUSINESS:

None

NEXT MEETING:

The next Human Resource meeting is scheduled for November 17, 2022 at 9:15 a.m.

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ADJOURN

Chairman Hamel adjourned the meeting at 10:19 a.m.

Respectfully submitted,

Stephanie Shipley

Accountant