

SOUTHEAST METRO STORMWATER AUTHORITY
acting by and through
SEMSWA WATER ACTIVITY ENTERPRISE

RESOLUTION NO. 50, SERIES OF 2007
(Approving Job Classifications and Ranges)

WHEREAS, SEMSWA was established pursuant to an IGA between Arapahoe County, City of Centennial, Arapahoe County Water and Wastewater Authority, East Cherry Creek Water and Sanitation District, and Inverness Water and Sanitation District in September 2006; and

WHEREAS, the staff of the Arapahoe County Stormwater Management Program dealing with drainage, flood control, and NPDES matters were offered employment at SEMSWA on comparable terms as at the County as set forth in section IV.6 of the IGA establishing SEMSWA; and

WHEREAS, the IGA establishing SEMSWA further provides that the benefits those employees receive will be commensurate with those of other governmental entities of similar size, revenue, and budget; and

WHEREAS, the Board has authorized the hiring of new staff and intends to hire additional staff; and

WHEREAS, it was recommended by the Steering Group on the Formation of a Stormwater Authority that within the first year of operation SEMSWA shall "...undertake a job and salary survey to determine the appropriate range of salaries for comparable positions held within the authority in order to establish a compensation program for future hiring and salary increases.; Exhibit C, IGA establishing SEMSWA; and

WHEREAS, salary offers currently being made to new employees are being based on salaries now being paid to County employees doing similar jobs with similar responsibilities, however, a review by a human resources professional of all SEMSWA positions to include employee interviews, review and revision of job requirements and job descriptions, and development of a classification plan and compensation structure is needed; and

WHEREAS, the Board authorized development of a job classification and compensation plan to be performed by ESM Consulting pursuant to Resolution No. 25, Series of 2007 on March 21, 2007; and

WHEREAS, ESM Consulting has completed their job classification and compensation study as outlined below, and has recommended that the job classifications and associated salary ranges be approved by the Board; and

WHEREAS, the Board desires to authorize the Executive Director to make appropriate adjustments to salaries within the job classifications and salary ranges outlined below;

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The job classifications and salary ranges recommended by ESM Consulting are:

<u>SEMSWA Job Title</u>	<u>Range</u>
Receptionist	\$26,454 to \$35,714
Administrative Assistant	\$34,985 to \$47,229
Administrative Services Supervisor	\$39,469 to \$53,283
Drainage Crew Technician	\$39,469 to \$53,283
Stormwater Inspector	\$42,369 to \$57,197
Drainage Crew Leader	\$47,390 to \$66,346
Stormwater Inspections Supervisor	\$50,342 to \$70,478
Land Development Coordinator	\$53,549 to \$74,969
Remedial Program Manager	\$53,549 to \$74,969
CIP Project Manager	\$63,609 to \$92,233
Program Manager	\$71,346 to \$103,452
Director of Operations	\$83,308 to \$120,796

2. The Executive Director is authorized to adjust the salaries of new and existing staff within the listed ranges on an as needed basis. The Executive Director is also authorized to adjust salary ranges and salaries on an annual basis as determined by the market analysis of wages in the Denver metro area performed by Mountain States Employers Council or a similar organization.
3. Salary increases are to be funded out of the Salaries and Benefits line item with unused funds due to hiring new employees later than planned.

(SEAL)

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Date: _____

ATTEST:

Secretary

Chairperson