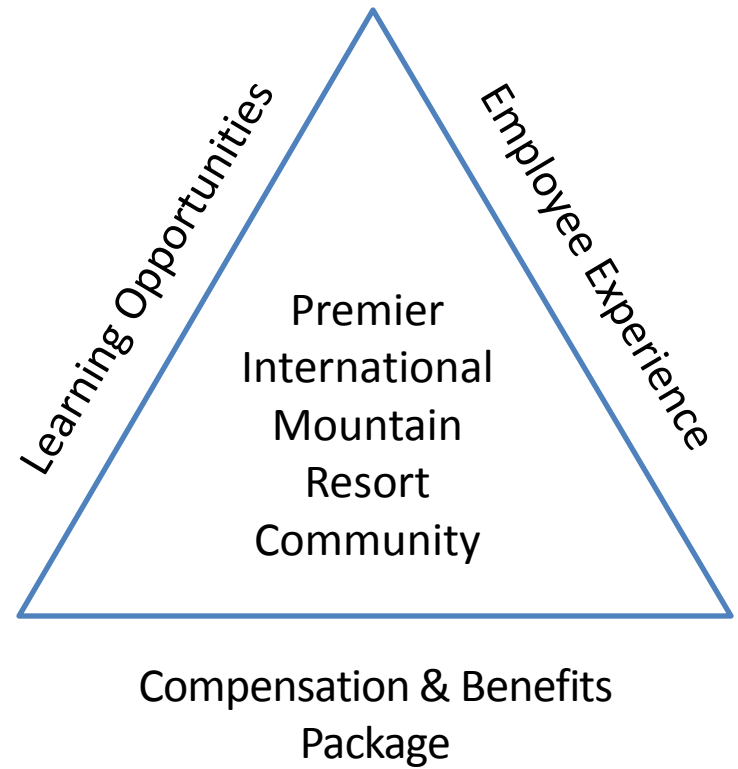


Town Council Action Plan and Total Rewards Strategy



Vail Town Council Action Plan



Community

- Education enrichment to enhance our community

Experience

- Excellent municipal services
- Be a leader in exceptional and professional workforce
- Implement customer service training

Economy

- Collaborate with Vail Resorts on resort programming, special events, the guest experience and municipal services

Sustainability

- Implement employee sustainability programs
- Develop practices to bolster employee retention, productivity, and overall engagement

Provide a Competitive Total Rewards Package



Compensation Package

Competitive base pay
Core benefits offering
Livability (Housing, day care etc..)



Learning Opportunities

Meaningful work
Career progression
Learning and Development



Employee Experience

Culture
Leadership
Connection

We are heading in the right direction

“Employers, Take Note: Here’s What Employees Really Want” -Forbes magazine article

- “It’s all about the Benjamins”
- “Good health insurance”
- “Work-life balance”
- “Opportunities for advancement and professional development”
- “A sense of purpose”

Compensation Package

2019 Pay Increase projections Survey			
2019	Average Employee	Top Performer	Critical to Recruit
Colorado	3.1%	4.9%	6.7%
Data compares to other states not listed, courtesy of MSEC- 2019			
United States	3.2%	N/A	N/A
Data courtesy of World at Work- 2019			

Compensation Package

2020 Pay Increase Projections		
2020	Avg. Employee Increases	Pay Range Adjustment
Denver/ Boulder	3.3%	2.4%
Resort	3.6%	1.7%
All Colorado	3.3%	2.3%
250-499 Employees	3.1%	2.3%
Denver / Boulder Government w/out utilities	3.3%	2.3%
Other Colorado Government w/out utilities	3.8%	2.2%
Collected March 2019- courtesy of MSEC		

United States	3.3%	N/A
Data courtesy of World at Work- 2019		

Compensation Package

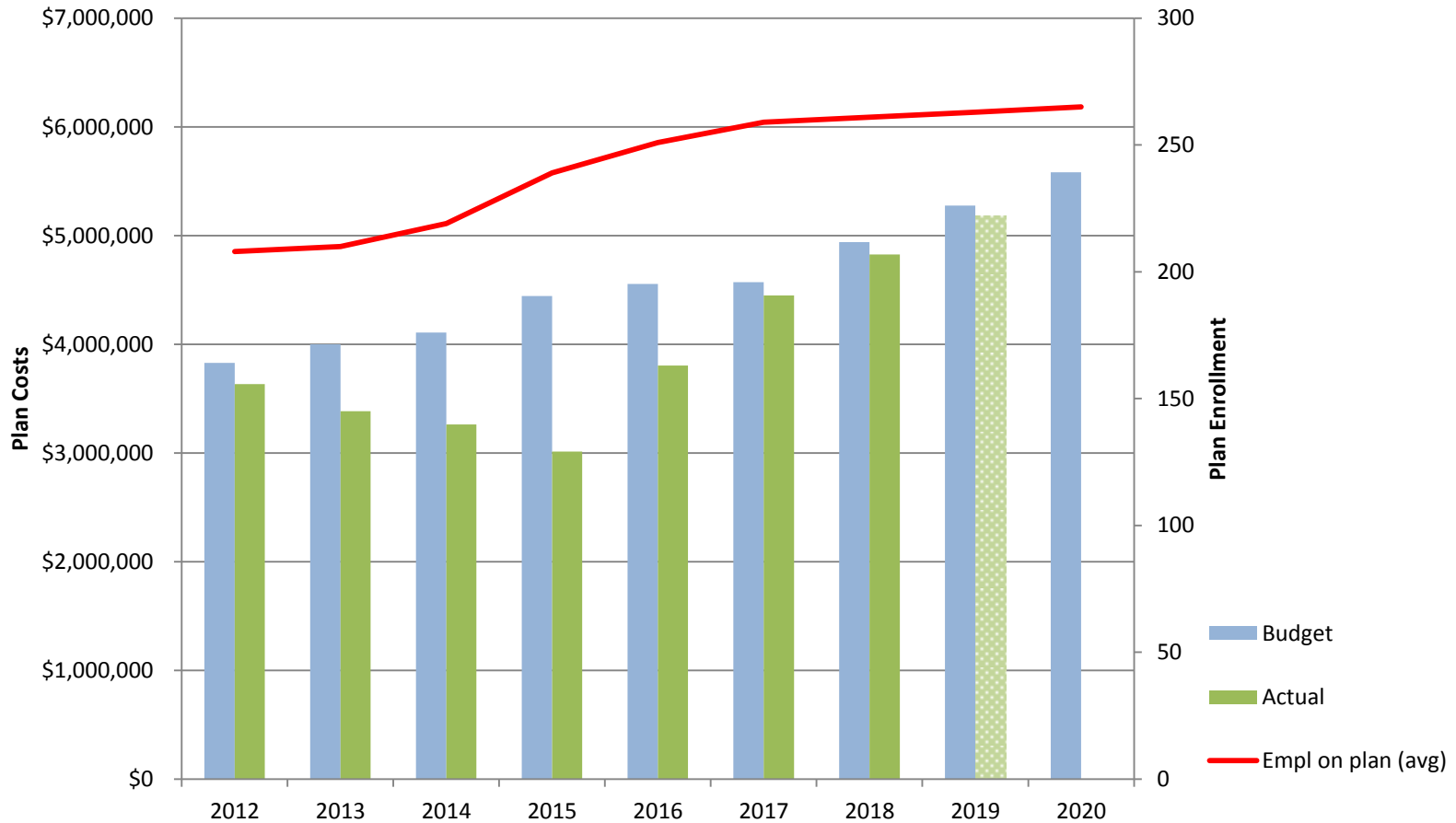


Proposal

- 1%-1.5% market increase
- 3%-5% merit increase

Benefits Package

Health Plan Costs vs. Budget



Benefits Package



Health Plan

- Expanded direct contracting for 2020
 - Discussions with VSOrtho, Steadman
- 2021 collaboration on Health Care
 - Mountain Healthcare Coalition with Vail Valley Partnership

Other Benefits

- Life and Disability insurances
 - 2020 is contract renewal, bids are out
 - Small to moderate increases expected

Learning Opportunities

Implemented

- Expanded Tuition Reimbursement program
- Training Initiatives CLA, Service Training, Lunch and Learns

In process

- Performance Management System
 - Planning- Clear goals & objectives
 - Understand the bigger picture
 - Real-time feedback
 - Develop plans / Bench strength
- Internal Goal- 3 month rolling calendar of events and activities



Employee Experience

Implementing

- Enhanced wellness / ski pass benefit (rolling out this year)

In Process

- Vacation reinvestment program (proposed for next year's budget)
- New Employee Welcome program – phase 2
- Evolution of GPTW team

