

RESOLUTION No. 23 -2012

**RESOLUTION OF THE MONTROSE COUNTY BOARD OF COUNTY COMMISSIONERS  
ESTABLISHING A COMPENSATION PHILOSOPHY FOR THE RECRUITMENT AND  
RETENTION OF QUALIFIED PERSONNEL**

**WHEREAS**, Montrose County shall manage and maintain a comprehensive compensation plan promoting organizational excellence intended to drive results of department and county goals outlined in the citizen initiated County Strategic Plan; and

**WHEREAS**, the compensation plan is designed, and shall be managed, to attract and retain qualified employees committed to delivering exceptional services to residents and visitors of Montrose County; and

**WHEREAS**, the compensation plan is intended to promote individual excellence and results and should be managed to assure that an individual's pay is commensurate with the individual's performance and current market value as determined by a comprehensive market salary survey; and

**WHEREAS**, the Montrose County elected officials have advised the Commissioners of their support for the compensation philosophy for the recruitment and retention of qualified personnel.

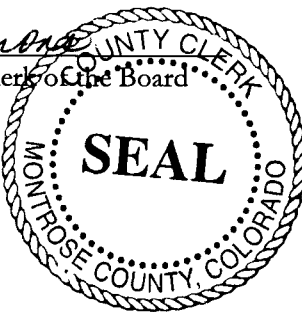
**NOW THEREFORE**, the Board of County Commissioners for Montrose County, Colorado recognizes the value of County employees to the successful and efficient provision of County services to the public and hereby resolves to adopt the above principles as its compensation philosophy in order to better attract and retain quality employees.

Adopted this 2<sup>nd</sup> day of April 2012.

ATTEST:

BOARD COUNTY COMMISSIONERS

Marie Simons  
Marie Simons, Deputy Clerk of the Board

The seal is circular with a double-line border. Inside the border, the words "MONTROSE COUNTY, COLORADO" are written in a circular path. In the center of the seal, the word "SEAL" is printed in large, bold, capital letters.

David S. White  
David S. White, Chairman

Gary J. Ellis  
Gary J. Ellis, Vice Chairman

Ronald D. Henderson  
Ronald D. Henderson, Commissioner

Supported By the following  
Elected Officials:

Rick Dunlap  
Sheriff Rick Dunlap

Brad Hughes  
Assessor Brad Hughes

Rosemary Murphy  
Treasurer Rosemary Murphy

Dr. Thomas Canfield  
Coroner Dr. Thomas Canfield

Fran Long  
County Clerk Fran Long