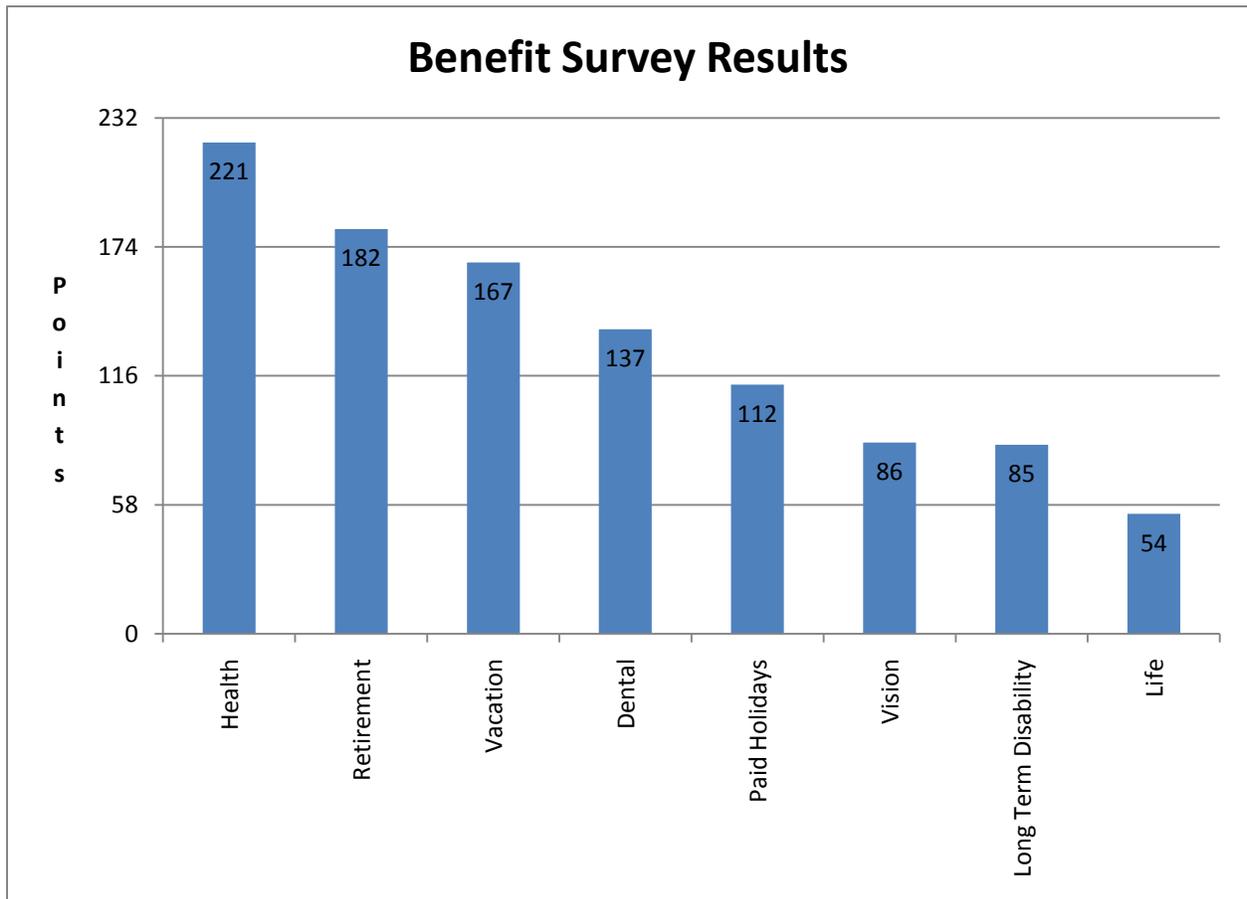


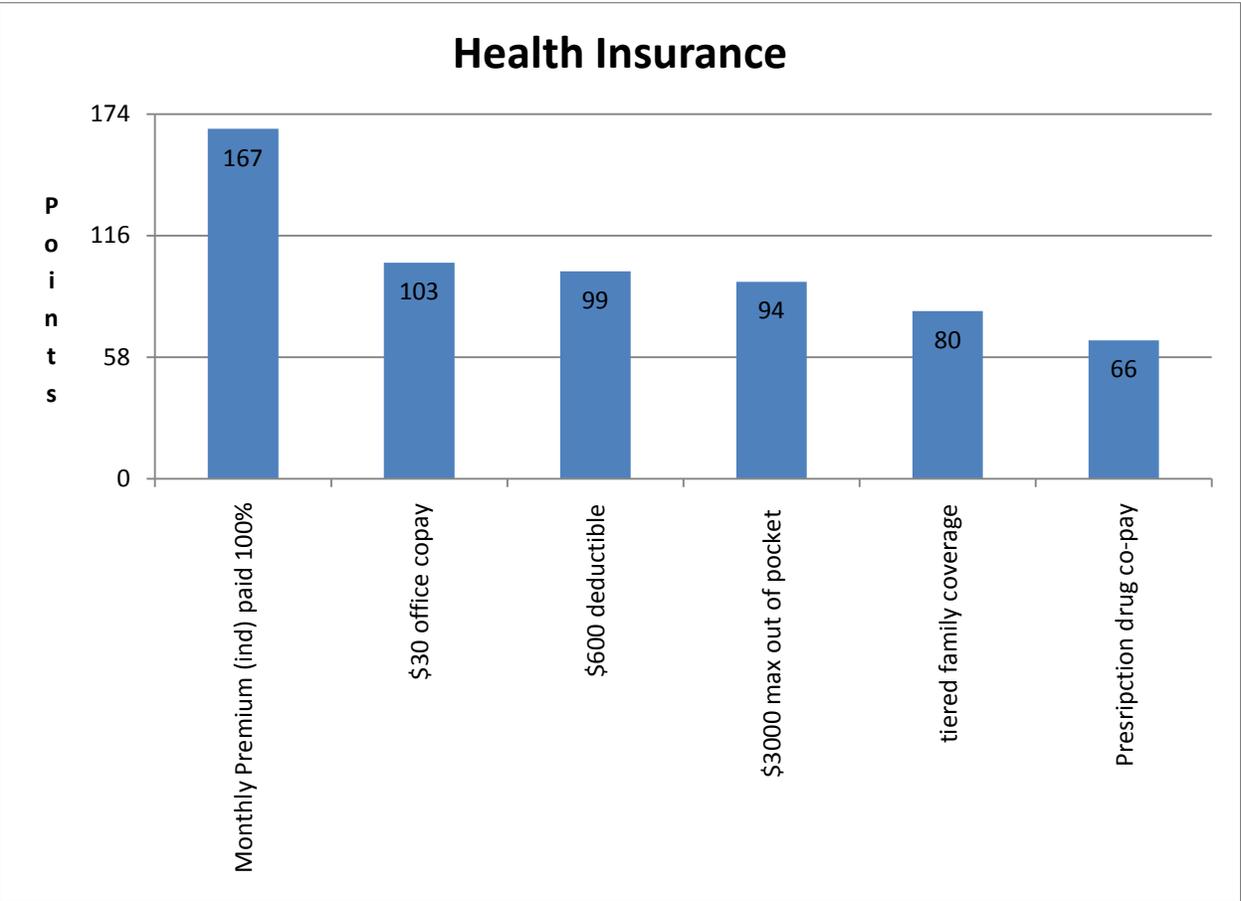
BENEFIT SURVEY RESULTS

The benefit committee of Jack Barker, Eileen Hughes, Jefferson Lewis, Hilary Mayes, Lynelle Stanford, Molly Minneman, Steve Hamilton and Lois Rozman were tasked with prioritizing the current benefits the Town offers. The committee first familiarized themselves with the various elements of each of the benefits. A survey was then devised and 31 out of 39 employees responded to the survey. Their responses were converted into a point system. The point system assigned points based on the ranking of the answer so if a question had a possible 1 through 8 ranking with 1 being the most important and 8 being the least important, the answer given the 1 ranking was assigned 8 points, the answer given the 2 ranking was assigned 7 points and so on down the line. If the question was ranking 4 possible items, the converted point system would assign the 1 ranking 4 points. Therefore the answer with the most points is the highest ranking. The following three graphs were derived from the survey results.

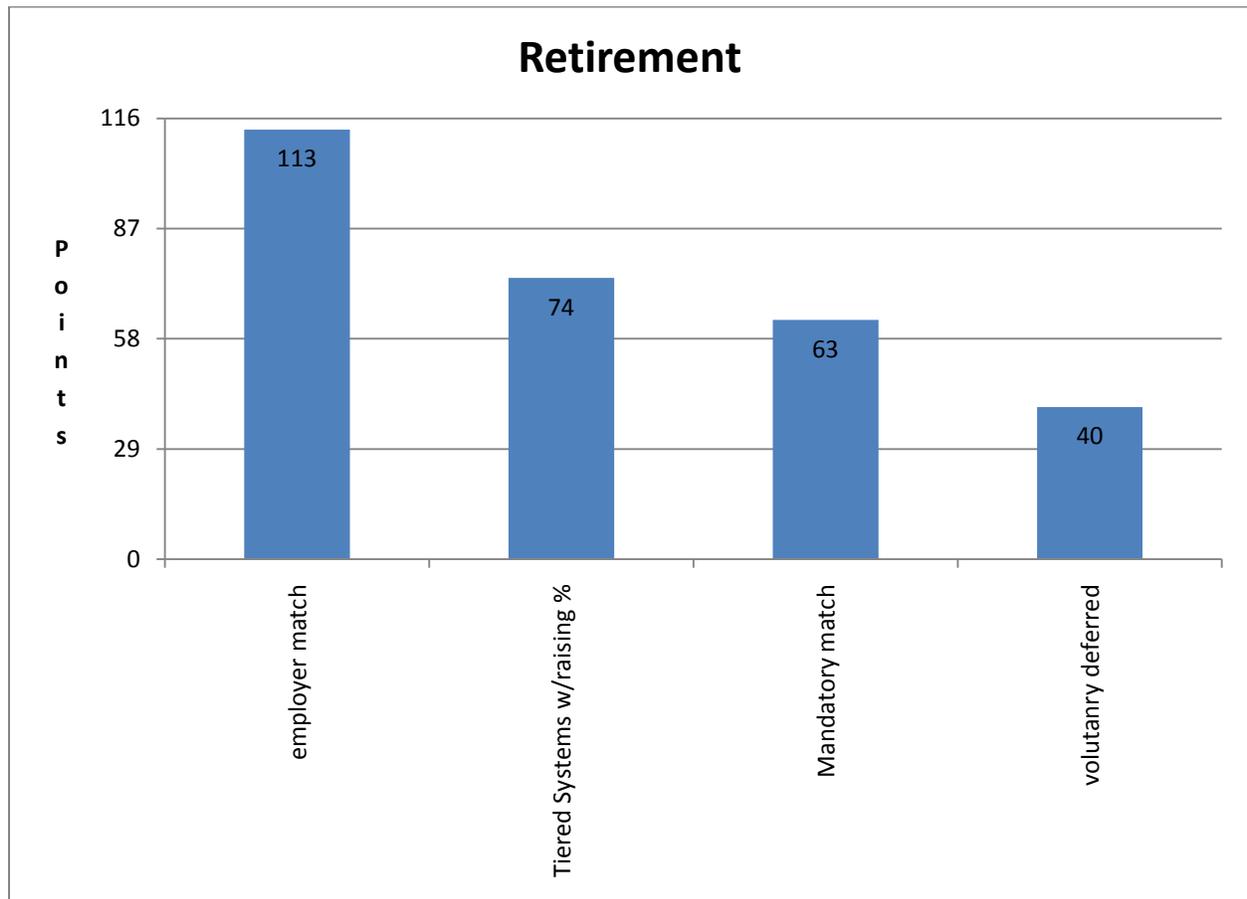
The graph below represents the ranking of the 8 benefits surveyed in the order of priority. The most points possible for any benefit is 232.



The graph below shows the ranking of the various components of the health insurance plan in order of importance to the staff overall. The most points possible for any element is 174.



The final graph shows the components of the retirement plan in order of importance to the staff overall. The most points possible for any element is 116.



Summary of comments on the question "What were the other factors in your decision to seek employment with the Town?":

- Job security, year-round employment, steady work, reliable paycheck
- Schedule
- My strengths matched the work, position in my trained field of work/profession
- Economic stability of the Town
- Compatibility of co-workers, quality of staff, work environment
- Location, being able to work for a cool Town
- Potential for growth, great learning opportunities, challenging
- Benefit package, ability to have benefits increase over time especially with a family
- Health insurance & paid holidays
- People of the Town
- Appeal of job duties, stimulating work

Summary of the other comments/suggestions listed on the survey:

- More training \$
- Pay out sick time upon termination, reward employees for being healthy
- More pay
- Look at savings of only paying 100% of employee insurance & have an out of pocket expense for family members
- View health, dental & vision insurance as a unified “health” benefit, all components of the health insurance plan are important
- Benefit package quite good & makes up for less than ideal pay, benefit package makes a huge difference, outstanding health & retirement plan, very generous benefit plan especially during these hard times, never use dental or vision, impressed with the current benefit plan
- Make changes for new hires, grandfather in current employees
- Support mandatory retirement contributions because it forces people to save for retirement
- Additional benefits: In house massage therapist, Flex plan debit card option, Ski Pass, Nordic Pass, Birthday paid day off
- Paid OT, no time to take comp time
- Retirement plan is tiered for so long, too big of a jump to start at 6%
- Make Colorado Day a floating holiday.

The overall results were not a surprise. There were differences in responses between employees who have been employed a short time vs. those that have been employed a long time as well as those of single employees vs. married employees. The committee will take into consideration these differences as well as the comments/suggestions turned in on the survey as they are given additional tasks in the future.

Thanks to everyone who participated. Your input is important.