



Legislation Details (With Text)

File #: 14-0673 **Version:** 4 **Name:**
Type: Ordinance **Status:** Mayor's Office
File created: 10/20/2014 **In control:** City Council
On agenda: 12/9/2014 **Final action:** 12/9/2014
Title: Ordinance No. 14-105 approving the salary ranges for City Personnel

Sponsors:

Indexes:

Code sections:

Attachments: 1. 112514 Comp Study Ordinance Salary Ranges 2015, 2. 112514 2015 Salary Schedule - Range, 3. 112514 2015 Salary Schedule - Hourly, 4. 112514 2015 Salary Schedule - Rank

| Date | Ver. | Action By | Action | Result |
|------------|------|--------------|---------------------------|--------|
| 12/9/2014 | 4 | City Council | finally passed | Pass |
| 11/25/2014 | 3 | City Council | approved on first reading | Pass |
| 11/10/2014 | 1 | City Council | denied | Fail |
| 11/10/2014 | 1 | City Council | approved on first reading | Pass |

Ordinance No. 14-105 approving the salary ranges for City Personnel

From:

Mike Sullivan, Human Resources Director
Kara Skinner, Chief Financial Officer

Summary:

The attached ordinance is to repeal Ordinance No. 13-76 and adopt the updated 2015 Salary Structure for employees per the attached schedules, effective March 29, 2015. The City's compensation philosophy is to pay employees at the market average. In order to pay employees at market average, the salary ranges will be adjusted each year to stay with the market. Annually, during the budget process, we will adjust the ranges based on published data regarding market movement; for 2015, this is 2%. Civilian employees will not automatically receive an increase when the salary range is adjusted. They will receive an increase based on their performance appraisal rating, their relation to the market average (compa-ratio) and budget.

Previous Council Action:

Ordinance No. 13-76 was passed on December 10, 2013 approving the City of Colorado Springs 2014 Salary schedule.

Background:

In 2012, the City initiated a Total Compensation Study - a comprehensive effort to review and benchmark the City's total compensation package and make recommendations for changes to salary,

benefits and pay practices. City Council approved these recommendations in conjunction with the 2013 salary schedule on October 8, 2013. City Council approved the 2014 Salary Schedule on December 10, 2013.

Financial Implications:

The proposed changes in the attached civilian and sworn salary structures are accounted for in the 2015 Budget, which was scheduled for first reading on November 10, 2014.

Board/Commission Recommendation:

N/A

Stakeholder Process:

A Compensation Study Advisory Team guided the process throughout. The team was comprised of City management, City Council, City uniformed employee association representatives and citizens.

Alternatives:

N/A

Proposed Motion:

Move approval of the Ordinance repealing Ordinance No. 13-76 and adopting the City of Colorado Springs 2015 Salary Structure for municipal employees.

An ordinance approving the salary Ranges for City Personnel