



Legislation Text

File #: 22-381, **Version:** 2

Ordinance No. 22-89 Repealing Ordinance No. 21-111 and Adopting the City of Colorado Springs - 2023 Salary Structure for Civilian and Sworn Municipal Employees

Presenter:

Mike Sullivan, Chief Human Resources and Risk Officer
Charae McDaniel, Chief Financial Officer

Summary:

The attached ordinance is to repeal Ordinance No. 21-111 and adopt the updated 2023 Salary Structure for employees per the attached schedules, effective December 25, 2022. The compensation philosophy of the City of Colorado Springs is to be a governmental employer of choice by attracting, retaining and motivating qualified employees by offering the best overall whole career experience that includes total compensation generally competitive to our defined market, is easily understood, and recognizes that we are fiscally responsible, best-in-class stewards of our available resources. For the 2023 salary schedule, the civilian salary ranges are moving 3.0% due to market movement, and an average of 2.3% for pay for performance. Most sworn ranks are moving 4% due to market movement, with some ranks receiving a higher adjustment to keep them at market. Both sworn and civilian employees may be eligible for pay progressions. Range adjustments have been made based on our participation in and analysis of the year-long compensation survey processes in which the city is involved.

Background:

City Council approved the 2022 Salary Schedule on December 14, 2021. Annually, the Human Resources Department conducts surveys to determine market movement both in general and for specific positions.

The City's compensation practice is to move successful employees toward the market average. In order to pay employees at market average, the salary ranges are adjusted each year to stay with the market.

Previous Council Action:

Ordinance No. 21-111 was passed on December 14, 2021 approving the City of Colorado Springs 2022 salary schedule for civilian and sworn municipal employees.

Financial Implications:

The proposed changes in the attached civilian and sworn salary structures are accounted for in the 2023 budget, which is scheduled for first reading on November 22, 2022.

City Council Appointed Board/Commission/Committee Recommendation:

N/A

Stakeholder Process:

N/A

Alternatives:

N/A

Proposed Motion:

Move approval of the Ordinance Repealing Ordinance No. 21-111 and Adopting the City of Colorado Springs - 2023 Salary Structure for Civilian and Sworn Municipal Employees.

An Ordinance Repealing Ordinance No. 21-111 and Adopting the City of Colorado Springs - 2023 Salary Structure for Civilian and Sworn Municipal Employees