



Legislation Text

File #: 20-360, **Version:** 2

Ordinance No. 20-88 Repealing Ordinance No. 19-85 and Adopting the City of Colorado Springs - 2021 Salary Structure for Civilian and Sworn Municipal Employees

Presenter:

Mike Sullivan, Human Resources Director
Charae McDaniel, Chief Financial Officer

Summary:

The attached ordinance is to repeal Ordinance No. 19-85 and adopt the updated 2021 Salary Structure for employees per the attached schedules, effective January 1, 2021. 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 2021 salary schedule, the salary ranges are moving 2.0% due to market movement. The market movement component of compensation is not funded in the 2021 Budget.

Background:

City Council approved the 2020 Salary Schedule on December 5, 2019. 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 would need to be adjusted each year to stay with the market.

Previous Council Action:

Ordinance No. 19-85 was passed on December 5, 2019 approving the City of Colorado Springs 2020 salary schedule for civilian and sworn municipal employees.

Financial Implications:

N/A - The market movement component of compensation is not funded in the 2021 Budget.

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.19-85 and Adopting the City of Colorado Springs - 2021 Salary Structure for Civilian and Sworn Municipal Employees.

An Ordinance Repealing Ordinance No. 19-85 and Adopting the City of Colorado Springs - 2021 Salary Structure for Civilian and Sworn Municipal Employees