



## Legislation Text

---

**File #:** 23-397, **Version:** 2

---

Ordinance No. 23-63 repealing Ordinance No. 22-89 and Adopting the City of Colorado Springs - 2024 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. 22-89 and adopt the updated 2024 Salary Structure for employees per the attached schedules, effective December 24, 2023. 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 2024 salary schedule, the sworn and civilian salary ranges are moving 4% due to market movement; market movement increases are funded for sworn, but not civilians due to budget constraints. Civilians will be eligible for pay for performance increases which are 2% on average. Sworn and civilian employees may be eligible for step or 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 2023 Salary Schedule on December 13, 2022. 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 and high performers beyond that towards the range max. In order to pay employees at true market average, the salary ranges are adjusted each year to stay competitive.

**Previous Council Action:**

Ordinance No. 22-89 was passed on December 13, 2022 approving the City of Colorado Springs 2023 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 2024 budget, which is scheduled for first reading on November 14, 2023.

**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. 22-89 and Adopting the City of Colorado Springs - 2024 Salary Structure for Civilian and Sworn Municipal Employees.

An Ordinance Repealing Ordinance No. 22-89 and Adopting the City of Colorado Springs - 2024 Salary Structure for Civilian and Sworn Municipal Employees