



Legislation Details (With Text)

File #: 15-00693 **Version:** 3 **Name:**

Type: Ordinance **Status:** Mayor's Office

File created: 11/4/2015 **In control:** City Council

On agenda: 12/8/2015 **Final action:** 12/8/2015

Title: Ordinance No. 15-88 repealing Ordinance No. 14-105 and adopting the City of Colorado Springs - 2016 Salary Structure for Civilian and Sworn Municipal Employees

Sponsors:

Indexes:

Code sections:

Attachments: 1. Ordinance Approving Salary Ranges 2016.pdf, 2. 2016 Salary Schedule 10-05-15.pdf, 3. Signed Ordinance_15-88

Date	Ver.	Action By	Action	Result
12/8/2015	3	City Council	finally passed	Pass
11/24/2015	1	City Council	approved on first reading	Pass
11/9/2015	1	Council Work Session	referred	

An ordinance repealing Ordinance No. 14-105 and adopting the City of Colorado Springs - 2016 Salary Structure for Civilian and Sworn Municipal Employees

From:

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

Summary:

The attached ordinance is to repeal Ordinance No. 14-105 and adopt the updated 2016 Salary Structure for employees per the attached schedules, effective January 1, 2016. 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. Although the City's compensation practice is to move successful employees toward the market average, due to fiscal constraints in the 2016 budget, the salary ranges are not being adjusted for 2016. New job titles have been included for positions being added in the 2016 budget based on market data. Employees will not receive an increase based on their performance appraisal rating or market movement in 2016.

Previous Council Action:

Ordinance No. 14-105 was passed on December 9, 2014 approving the City of Colorado Springs 2015 salary schedule for civilian and sworn municipal employees.

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 2015 Salary Schedule on December 9, 2014. 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. In prior years, during the budget process, ranges were adjusted based on published data regarding market movement. However, due to fiscal constraints in the 2016 budget, the ranges are not being adjusted for 2016. New job titles have been included for positions being added in the 2016 budget based on market data. Employees will not receive an increase based on their performance appraisal rating or market movement in 2016.

Financial Implications:

The proposed changes in the attached civilian and sworn salary structures are accounted for in the 2016 Budget, which is scheduled for first reading on November 10, 2015.

Board/Commission Recommendation:

N/A

Stakeholder Process:

Enter stakeholder process. Enter N/A if not applicable.

Alternatives:

N/A

Proposed Motion:

Move approval of the Ordinance Repealing Ordinance No. 14-105 and Adopting the City of Colorado Springs - 2016 Salary Structure for Civilian and Sworn Municipal Employees.

An Ordinance Repealing Ordinance No. 14-105 and Adopting the City of Colorado Springs - 2016 Salary Structure for Civilian and Sworn Municipal Employees