



## Legislation Details (With Text)

**File #:** 18-0431      **Version:** 2      **Name:**  
**Type:** Ordinance      **Status:** Mayor's Office  
**File created:** 8/16/2018      **In control:** City Council  
**On agenda:** 11/27/2018      **Final action:** 11/27/2018  
**Title:** Ordinance No. 18-116 Repealing Ordinance No. 17-113 and Adopting the City of Colorado Springs - 2019 Salary Structure for Civilian and Sworn Municipal Employees

**Presenter:**  
Mike Sullivan, Human Resources Director  
Charae McDaniel, Chief Financial Officer

### Sponsors:

### Indexes:

### Code sections:

**Attachments:** 1. 11-13-18 - Ordinance - 2019 Salary Schedule, 2. 2019 Salary Schedule, 3. Signed Ordinance 18-116

Date	Ver.	Action By	Action	Result
11/27/2018	1	City Council	finally passed	Pass
11/13/2018	1	Council Work Session	referred	
11/13/2018	1	City Council	approved on first reading	Pass

Ordinance No. 18-116 Repealing Ordinance No. 17-113 and Adopting the City of Colorado Springs - 2019 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. 17-113 and adopt the updated 2019 Salary Structure for employees per the attached schedules, effective January 1, 2019. 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 2019 salary schedule the salary ranges are moving 3-5% due to market movement. New job titles have been included for positions being added in the 2019 budget based on market data. Range adjustments have been made based on the consultant's recommendation to reflect best practice range spreads

### Previous Council Action:

Ordinance No. 17-113 was passed on December 12, 2017 approving the City of Colorado Springs

2018 salary schedule for civilian and sworn municipal employees.

**Background:**

City Council approved the 2018 Salary Schedule on December 12, 2017. 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.

**Financial Implications:**

The proposed changes in the attached civilian and sworn salary structures are accounted for in the 2019 Budget, which is scheduled for first reading on November 13, 2018.

**Board/Commission Recommendation:**

N/A

**Stakeholder Process:**

N/A

**Alternatives:**

N/A

**Proposed Motion:**

Move approval of the Ordinance Repealing Ordinance No.17-113 and Adopting the City of Colorado Springs - 2019 Salary Structure for Civilian and Sworn Municipal Employees.

An Ordinance Repealing Ordinance No. 17-113 and Adopting the City of Colorado Springs - 2019 Salary Structure for Civilian and Sworn Municipal Employees.