



## Legislation Details (With Text)

**File #:** 19-491      **Version:** 2      **Name:**  
**Type:** Ordinance      **Status:** Mayor's Office  
**File created:** 8/8/2019      **In control:** City Council  
**On agenda:** 11/26/2019      **Final action:** 12/5/2019  
**Title:** Ordinance No. 19-85 Repealing Ordinance No. 18-116 and Adopting the City of Colorado Springs - 2020 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. 11-12-19 - Ordinance - 2020 Salary Schedule, 2. Final 2020 Salary Schedule rev 10242019, 3. Signed Ordinance 19-85.pdf

Date	Ver.	Action By	Action	Result
12/5/2019	1	City Council	finally passed	Pass
11/12/2019	1	City Council	approved on first reading	Pass
11/7/2019	1	Council Work Session	referred	

Ordinance No. 19-85 Repealing Ordinance No. 18-116 and Adopting the City of Colorado Springs - 2020 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. 18-116 and adopt the updated 2020 Salary Structure for employees per the attached schedules, effective January 1, 2020. 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 2020 salary schedule the salary ranges are moving 2.3% due to market movement.

### Background:

City Council approved the 2019 Salary Schedule on November 27, 2018. 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. 18-116 was passed on November 27, 2018 approving the City of Colorado Springs 2019 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 2020 Budget, which is scheduled for first reading on November 12, 2019.

**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.18-116 and Adopting the City of Colorado Springs - 2020 Salary Structure for Civilian and Sworn Municipal Employees.

An Ordinance Repealing Ordinance No. 18-116 and Adopting the City of Colorado Springs - 2020 Salary Structure for Civilian and Sworn Municipal Employees