



## Legislation Text

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**File #:** 16-639, **Version:** 2

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Ordinance No. 16-112 repealing Ordinance No. 15-88 and adopting the City of Colorado Springs - 2017 Salary Structure for Civilian and Sworn Municipal Employees

**Presenter:**

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

**Summary:**

The attached ordinance is to repeal Ordinance No. 15-88 and adopt the updated 2017 Salary Structure for employees per the attached schedules, effective January 1, 2017. 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. The City's compensation practice is to move successful employees toward the market average based on available budget. In the 2017 budget, the salary ranges are not being adjusted based on a salary review with the help of the consultant, which showed that the market average is in line with the current labor market. New job titles have been included for positions being added in the 2017 budget based on market data. Employees will receive an increase based on their performance appraisal rating and compa-ratio in 2017.

**Previous Council Action:**

Ordinance No. 15-88 was passed on December 8, 2015 approving the City of Colorado Springs 2016 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 2016 Salary Schedule on December 8, 2015. 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. In the 2017 budget, the salary ranges are not being adjusted based on a salary review with the help of the consultant, which showed that the market average is in line with the current labor market. New job titles have been included for positions being added in the 2017 budget based on market data. Employees will receive an increase based on their performance appraisal rating and compa-ratio in 2017.

**Financial Implications:**

The proposed changes in the attached civilian and sworn salary structures are accounted for in the 2017 Budget, which is scheduled for first reading on November 8, 2016.

**Board/Commission Recommendation:**

N/A

**Stakeholder Process:**

N/A

**Alternatives:**

N/A

**Proposed Motion:**

Move approval of the Ordinance Repealing Ordinance No. 15-88 and Adopting the City of Colorado Springs - 2017 Salary Structure for Civilian and Sworn Municipal Employees.

An Ordinance Repealing Ordinance No. 15-88 and Adopting the City of Colorado Springs - 2017 Salary Structure for Civilian and Sworn Municipal Employees