

2014 Pay Survey Recommendations



DENVER
THE MILE HIGH CITY

2014 Pay Survey

- Office of Human Resources (OHR) conducted the 2014 Pay Survey analysis, as required by City Charter (and further defined by City Ordinance)
- The Pay Survey recommendations were posted for public hearing on March 20, 2014
- Career Service Board held the public hearing on the recommendations on April 3, 2014



Survey Data

- Matched 276 benchmark classifications, across all occupational groups and job families
- *Local data sources:* Mountain States Employers Council and the Colorado Municipal League
- *National data sources:* Mercer, Airport Council International (ACI), and Dietrich Surveys
- Data are blended into a composite rate
 - ◆ National data adjusted to local market
 - ◆ Local and national data aged to January 1, 2014
 - ◆ Local and national data averaged into one composite market rate



Pay Survey Analysis

- Analysis involves comparing occupational group structures and pay for individual classifications to the market average actual rate
- Occupational group structure adjustments are warranted if an occupational group falls behind the market
 - ◆ “Sliding” ranges: adjustments are made to the range minimum and maximum of each pay grade within the occupational group
- Pay grade changes are warranted if an individual classification has fallen behind the market by 10-15% for at least two years
 - ◆ Pay Grade “Bump”: an impacted classification is moved to a higher pay grade



Occupational Group Adjustments

Occupational Group		Results	Recommendation	# Impacted Employees
Professional	A	1.05%	1.05%	3056
Clerical	C	0.99%	0.99%	1120
Engineering and Science	E	1.25%	1.25%	461
Information Technology	I	2.43%	2.43%	354
Maintenance & Operations	J	0.98%	0.98%	1703
Legal	L	0.56%	0.56%	359
Enforcement, Compliance and Protective Services	N	-0.60%	0.00%	658
Healthcare	O	2.90%	2.90%	120
Fiscal	V	2.16%	2.16%	464
TOTAL				8295



Pay Grade Changes

Classification	From	To	% Increase	# of Employees
E - Engineering & Science				
Chemist	810	812	9.31%	3
Materials Lab Administrator	813	815	9.31%	1
Wastewater Quality Control Manager	813	815	9.31%	1
I - Information Technology				
Information Security Manager	816	817	4.55%	2
Information Security Specialist	814	815	4.55%	1
J - Maintenance & Operations				
Correctional Institution Food Manager	807	810	14.28%	1
Food Production Supervisor	802	805	14.28%	1
Institution Food Steward	613	617	19.48%	17
Institution Food Steward Supervisor	616	620	19.48%	2

Pay Grade Changes (continued)

Classification	From	To	% Increase	# of Employees
O - Healthcare				
Medical Records Coder	610	613	14.28%	0
Nurse Practitioner	812	813	4.55%	2
Physical Therapist	808	809	4.55%	1
Recreational Therapist	808	809	4.55%	5
Senior Occupational Therapist	807	809	9.31%	2
Senior Physical Therapist	811	812	4.55%	0
Senior Speech Therapist	807	809	9.31%	1
Speech Therapist	806	808	9.31%	1
V - Fiscal				
Appraisal Data Collector	608	611	14.28%	3
Assessment Information Technician	612	613	4.55%	2
Associate Real Property Appraiser	806	807	4.55%	3
Real Property Appraiser Specialist	810	811	4.55%	4
Real Property Appraiser Supervisor	811	813	9.31%	5
Senior Real Property Appraiser	808	809	4.55%	6
Staff Real Property Appraiser	614	616	9.31%	9
TOTAL				73



Effective Dates & Employee Impact

- Occupational Group Adjustments are effective July 1, 2014
 - ◆ No impact to employee pay except for those employees whose pay falls below the range minimum
- Pay Grade Bumps are effective January 1, 2015
 - ◆ DRMC provides employees with a 4.55% increase to their pay, for each pay grade their classification is moved upwards



Cost of Occupational Group Adjustments

Occupational Group		Range Adjustment	Annualized Cost
Professional	A	1.05%	\$83,709
Clerical	C	0.99%	\$22,728
Engineering and Science	E	1.25%	\$6,652
Information Technology	I	2.43%	\$1,049
Maintenance & Operations	J	0.98%	\$25,283
Legal	L	0.56%	\$7,755
Healthcare	O	2.90%	\$988
Fiscal	V	2.16%	\$10,642
COST ALL GROUPS			\$158,806
Plus FICA (7.65%) and DERP (11.2%)			\$29,935
TOTAL ANNUAL COST			\$188,741
TOTAL 2014 BUDGET IMPACT COST			\$94,371
TOTAL 2015 BUDGET IMPACT COST			\$188,741



Cost of Pay Grade Changes (Bumps)

Occupational Group		Annualized Cost	Incumbents
Professional	A	\$0	0
Clerical	C	\$0	0
Engineering and Science	E	\$34,951	5
Information Technology	I	\$14,493	3
Maintenance & Operations	J	\$177,874	21
Legal	L	\$0	0
Enforcement, Compliance and Protective Service	N	\$0	0
Healthcare	O	\$48,358	12
Fiscal	V	\$133,756	32
ALL GROUPS		\$409,432	73
Plus FICA (7.65%) and DERP (11.2%)		\$77,178	
TOTAL ANNUAL COST		\$486,610	
TOTAL 2015 BUDGET IMPACT		\$486,610	



Cost by Type of Fund

Department	Cost of Slide	Cost of Bump	Total Cost of Adjustments
General	\$126,565	\$325,518	\$452,082
Denver Health Medical Center	\$0	\$37,516	\$37,516
Enterprise	\$13,543	\$32,832	\$46,375
Internal	\$272	\$7,229	\$7,501
Special Revenue	\$18,427	\$6,337	\$24,763
SUBTOTAL	\$158,806	\$409,432	\$568,238
Plus FICA (7.65%) and DERP (11.2%)	\$29,935	\$77,178	\$107,113
TOTAL	\$188,741	\$486,610	\$675,351

