

Proposed 2014 Charter Officer Salary Adjustment – Quick Facts

BACKGROUND

- By Charter, certain appointed officers listed in the Charter must have their salaries set by ordinance within a pay range determined by the CSA Board. Those 11 Appointed Charter Officers are: Manager of Community Planning & Development, Manager of Aviation, City Attorney, Manager of Safety, Manager of Public Works, Manager of Human Services, Manager of Parks & Recreation, Manager of General Services, Manager of Finance, Manager of Environmental Health, and Director of Excise & License.
- These Charter officers have not received a salary adjustment for more than 5 years. Under the last administration, in 2003, most Charter officers' salaries were cut significantly. Salaries were then increased annually through 2008, with no increases after September 2008.
- Over the same six years, both elected Charter officers (Mayor, Auditor, Council Members and Clerk & Recorder) and eligible CSA employees have received pay increases.
- Elected charter officers received a 3.3% increase in 2013 with another 3.3% increase scheduled for July of 2014 for a total increase of 6.6%.
- CSA merit increases are listed in the table below.

	2008	2009	2010	2011	2012	2013	2014	Avg
CSA Salary	4.30%	2.30%	0.00%	2.20%	2.10%	2.40%	3.66%	3.27%

- The Office of Human Resources has conducted a Pay Survey for Appointed Charter Officers, evaluating comparable cities market data on peer positions and internal data on subordinate positions. Comparable cities were selected based on population, form of government, and/or other demographics. Twenty-six comparable cities were surveyed, with 16 cities/counties responding.
- Many current ACO salaries are significantly below the range midpoint. In order to attract and retain appropriate talent to lead agencies, pay should keep pace with comparable government salaries.
- By making a limited incremental salary adjustment now, the city can prevent having to make a larger adjustment in the future and will keep these positions competitive with the national market.

PROPOSAL

	Current Salary	Proposed Change	New Salary
Manager of CPD	\$133,562	\$36,438	\$170,000
City Attorney	\$141,284	\$48,716	\$190,000
Manager of Aviation	\$240,996	\$16,147	\$257,143
Manager of Safety	\$152,906	\$10,245	\$163,151
Manager of PW	\$172,614	\$11,565	\$184,179
Manager of Human Services	\$136,474	\$9,144	\$145,618
Manager of P&R	\$130,546	\$8,747	\$139,293
Manager of Gen Services	\$130,546	\$8,747	\$139,293
Manager of Finance	\$147,706	\$9,896	\$157,602
Manager of Env Health	\$120,900	\$8,100	\$129,000
Director of E&L	\$97,734	\$6,548	\$104,282
		\$174,293	(to be absorbed in agency budgets)

- In order to bring appointed charter officers’ salaries in line with comparable public sector peers, most salaries are proposed to increase by 6.7%. Two Charter officer salaries require a more significant adjustment to meet market demands and more accurately reflect the duties of those departments. Therefore, salaries for City Attorney and Manager of Community Planning & Development are proposed to be set at \$190,000 and \$170,000 respectively.
- The current salary for City Attorney is actually below the pay range established by the CSA Board and is well below what City Attorneys make in other smaller Colorado municipalities (e.g. Boulder City Attorney salary = \$186,666; Colorado Springs City Attorney salary = \$188,753). In fact, current City Attorney salary is below the 2003 City Attorney salary. The proposed salary of \$190,000 brings the City Attorney closer to the mid-point of the salary range.
- Our initial search for a Manager of CPD took nearly 17 months. Feedback was consistent that the salary for this department was not competitive for a highly qualified candidate in today’s market. As the department faces near record levels of activity, the director should have a salary commensurate with the duties and experience needed to lead a department of CPD’s size and scope. The proposed adjustment to \$170,000 would bring the salary more in line with the similar department of Public Works.
- The proposed 6.7% increase for remaining charter officers represents the cumulative amount of CSA merit increases from 2010-2013. This is consistent with calculations used for other Charter salaries (elected Charter officials receive the lesser of either the cumulative 4-year CPI* or cumulative 4-year CSA salary increases) and represents a modest adjustment to salaries. The calculation does not include 2014, which keeps the adjustment below 10%. Because there was no merit increase in 2010, the 6.7% essentially covers the same years this administration has been in office – 2011, 2012, and 2013.
- The increase represents a cumulative total of \$174,293, which departments would absorb into their 2014 budgets. Increase will be retroactive to Jan. 1 for simplified accounting purposes.

*Cumulative Denver-Boulder-Greeley CPI for 2008-2012 years is 10.76%