

2012 Pay Survey Recommendations



DENVER
THE MILE HIGH CITY

2012 Pay Survey

- CSA conducted the 2012 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 15th
- Career Service Board held the public hearing on the recommendations on April 5, 2012

Survey Data

- Utilize 249 classifications, across all occupational groups and job families, as market benchmarks
- *Local data sources:* Mountain States Employers Council and the Colorado Municipal League
- *National data sources:* Mercer and Airport Council International (ACI)
- Data are blended into a composite rate
 - ◆ National data adjusted to local market
 - ◆ Local and national data aged to January 1, 2012
 - ◆ 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: a classification’s pay grade and incumbent’s pay rate is moved to a higher pay grade



Occupational Group Adjustments

Occupational Group		2012 Range Adjustment	# Impacted EEs
Professional	A	1.27%	2,195
Clerical	C	3.20%	1,091
Doctors*	D	0.46%	15
Engineering and Science	E	2.05%	416
Health Technical and Related Support	H	0.23%	377
Information Technology	I	-0.68%	339
Labor	J	-0.52%	1,007
Legal	L	0.61%	338
Enforcement, Compliance and Protective Services	N	3.28%	617
Health Professional	O	0.46%	332
Trades	T	0.21%	608
Fiscal	V	0.53%	438
Short Range & Community Rate**	Y & Z	1.27%	1,071
TOTAL			8,844



Recommended Pay Grade Bumps

Classification	Job Code	From	To	# of EEs
Associate Plans Review Technician	CE1651	618-E	622-E	11
Plans Review Supervisor	CE2229	810-E	813-E	3
Plans Review Technician	CE0425	616-E	620-E	17
Senior Plans Review Technician	CE1429	621-E	625-E	10
Addictions Counselor Level II	CH2286	615-H	616-H	1
Addictions Counselor Level III	CH2287	617-H	618-H	8
Cytotechnologist	CH0516	811-H	812-H	1
Lead Addictions Counselor	CH2288	619-H	621-H	3
Mammography Technologist	CH0532	625-H	626-H	2
Paramedic Field Supervisor	CH2275	810-H	812-H	0
Information Technology Communications Technician	CI1660	621-I	624-I	23
Information Technology Technician Supervisor	CI1661	810-I	812-I	9
Animal Control Investigation Supervisor	CN1808	806-N	807-N	1
Animal Control Investigator	CN1809	613-N	615-N	14
Lead Animal Control Investigator	CN2454	614-N	616-N	2
Parking/Speeding Enforcement Supervisor	CN1984	807-N	808-N	9
Photo Enforcement Agent	CN2259	613-N	615-N	12
Right-of-Way Enforcement Agent I	CN2089	613-N	615-N	59
Right-of-Way Enforcement Agent II	CN2393	615-N	617-N	0



Recommended Pay Grade Bumps (Cont'd)

Classification	Job Code	From	To	# of EEs
Vector Control Inspector	CN2087	615-N	617-N	1
Vehicle Boot Investigator	CN2088	616-N	618-N	6
Clinical Nurse Educator	CO1598	813-O	814-O	3
Clinical Nurse Specialist	CO0564	815-O	816-O	1
Lead Pharmacist	CO0581	819-O	820-O	1
Nurse Practitioner	CO0590	815-O	816-O	2
Nursing Program Manager	CO0595	815-O	816-O	1
Pharmacist	CO0600	818-O	819-O	4
Physical Therapist	CO0602	810-O	812-O	1
Quality Improvement Nurse	CO0610	811-O	812-O	0
Recreational Therapist	CO0612	807-O	809-O	3
Senior Occupational Therapist	CO0618	810-O	811-O	2
Senior Quality Improvement Nurse	CO0629	812-O	813-O	0
Senior Speech Therapist	CO0623	809-O	811-O	1
Speech Therapist	CO0627	809-O	810-O	1
Turf Equipment Mechanic	CT0217	615-T	618-T	9
Turf Equipment Mechanic Supervisor	CT0218	808-T	810-T	0
TOTAL				221



Effective Dates & Employee Impact

- Occupational Group Adjustments are effective July 1, 2012
 - ◆ No impact to employee pay except for those employees whose pay falls below the range minimum
- Pay Grade Bumps are effective January 1, 2013
 - ◆ 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		Annualized Cost
Professional	A	\$41,203
Clerical	C	\$95,500
Doctors	D	\$365
Engineering and Science	E	\$8419
Health Technical and Related Support	H	\$1,562
Information Technology	I	\$0
Labor	J	\$0
Legal	L	\$5,220
Enforcement, Compliance, and Protective Service	N	\$57,133
Health Professional	O	\$464
Trades	T	\$158
Fiscal	V	\$578
Short Range & Community Rate*	Y & Z	\$136,993
COST OF ALL GROUPS		\$347,596
Plus FICA (7.65%) and DERP (10.25%)		\$64,945
TOTAL ANNUAL COST		\$412,541
TOTAL 2012 BUDGET IMPACT COST		\$206,271
TOTAL 2013 BUDGET IMPACT COST		\$412,541



Cost of Pay Grade Bumps

Occupational Group		Annualized Cost
Professional	A	\$0
Clerical	C	\$0
Doctors	D	\$0
Engineering and Science	E	\$414,034
Health Technical and Related Support	H	\$44,021
Information Technology	I	\$263,374
Labor	J	\$0
Legal	L	\$0
Enforcement, Compliance and Protective Service	N	\$383,744
Health Professional	O	\$94,639
Trades	T	\$57,727
Fiscal	V	\$0
COST OF ALL GROUPS		\$1,257,540
Plus FICA (7.65%) and DERP (10.25%)		\$138,758
TOTAL ANNUAL COST		\$1,492,500
TOTAL 2013 BUDGET IMPACT COST		\$1,492,500



Cost by Type of Fund

Type of Fund	Cost of Occupational Group Adjustments	Cost of Pay Grade Bumps	Total
General Fund	\$262,459	\$988,895	\$1,251,354
Denver Health Fund	\$0	\$116,793	\$116,793
Enterprise Funds (i.e. DIA, Wastewater, Golf, etc)	\$38,240	\$133,590	\$171,830
Special Revenue Funds (i.e. DHS, OED, etc)	\$46,897	\$18,262	\$65,160
TOTAL ANNUAL COST	\$347,596	\$1,257,540	\$1,605,136
Plus FICA (7.65%) and DERP (10.25%)	\$64,945	\$234,960	\$299,906
TOTAL ANNUAL BUDGET IMPACT COST	\$412,541	\$1,492,500	\$1,905,042