

2016 Pay Survey Market Analysis Recommendations

Office of Human Resources
Classification & Compensation Division



2016 Pay Survey Market Analysis

- OHR Compensation conducted the 2016 Pay Survey Market Analysis, as required by City Charter and further defined by Denver Revised Municipal Code
- Compared occupational group structures and pay for individual classifications to market average pay rates

Survey Data

- Matched 300 benchmark classifications, across all occupational groups and job families, to 663 survey matches
- *Local data sources:*
 - Mountain States Employers Council (multi-industry positions, public sector, country club, and healthcare employers)
 - Colorado Municipal League (public sector employers)
- *National data sources:*
 - Mercer Consulting (multi-industry positions from large employers)
 - Airport Council International (aviation specialty positions)
 - Dietrich Surveys (engineering and science specialty positions)
 - Western Management Group (multi-industry positions from large employers)
- Data is blended into a composite rate
 - National data adjusted to local market
 - Identified jobs to be adjusted for employer size impact
 - Local and national data aged to January 1, 2016
 - Local and national data averaged into one composite market rate

Occupational Group Adjustments

- Ensures pay ranges are in line with the generally prevailing rates
 - Adjustments are made to the range minimums and range maximums within the entire occupational group
 - No impact to employee pay except for those employees whose pay falls below the new range minimum

Occupational Group Recommendations

Occupational Group		2016 Range Adjustment	# EEs in Occupational Group	# EEs moving to pay range minimum	Financial Impact of moving EEs to pay range minimum
General Administrative	A	0%	3,339	0	\$0
Clerical	C	0%	1,182	0	\$0
Engineering and Science	E	0%	555	0	\$0
Information Technology	I	1.34%	420	0	\$0
Maintenance & Operations	J	0%	1,708	0	\$0
Legal	L	2.16%	347	40	\$28,279
Enforcement, Compliance and Protective Services	N	0%	655	0	\$0
Healthcare	O	0%	101	0	\$0
Fiscal	V	0%	476	0	\$0
TOTAL			8,783	40	\$28,279
Effective July 1, 2016					



Individual Pay Grade Adjustments

- Compares the pay ranges of individual classifications to the market average pay rates
- If an individual classification has fallen behind the market by 10-15% for at least two years
 - Denver Revised Municipal Code provides employees with a 4.55% increase to their pay for each pay grade their classification is raised

Individual Pay Grade Recommendations

Classification	From	To	% Increase	# of EEs	Annual Cost
A – General Administrative					
Cost Estimator Analyst	809-A	812-A	14.28%	2	\$19,093
Project Manager I	811-A	813-A	9.31%	3	\$24,432
Project Manager II	813-A	815-A	9.31%	3	\$28,479
Real Estate Agent	809-A	811-A	9.31%	0	\$0
Senior Cost Estimator Analyst	811-A	814-A	14.28%	0	\$0
Senior Real Estate Agent	811-A	813-A	9.31%	0	\$0
Strategic Advisor	813-A	815-A	9.31%	3	\$29,972
SUBTOTAL SALARY COST				11	\$101,977
N- Enforcement, Compliance, and Protective Services					
Lead Property & Evidence Technician	615-N	617-N	9.31%	1	\$5,246
Property & Evidence Technician	614-N	616-N	9.31%	11	\$49,044
SUBTOTAL SALARY COST				12	\$54,290
GRAND TOTAL				23	\$156,267

Effective January 1, 2017

Cost Impact By Agency

Department	Occ Group Adjustments to Range Minimum	Individual Pay Grade Adjustments (4.55%)	Total Cost of Adjustments
Agencies Under the Mayor	\$0	\$10,548	\$10,548
Auditor's Office	\$0	\$0	\$0
Aviation	\$0	\$29,615	\$29,615
Community Planning-Dev	\$0	\$0	\$0
Denver Health Medical Center	\$0	\$0	\$0
Denver Public Library	\$0	\$0	\$0
Dept of Environmental Health	\$0	\$0	\$0
Dept of Parks and Recreation	\$0	\$0	\$0
Dept of Excise & License	\$0	\$0	\$0
Dept of Finance	\$0	\$8,180	\$8,180
Dept of General Services	\$0	\$17,754	\$17,754

Cost Impact By Agency (continued)

Department	Occ Group Adjustments to Range Minimum	Individual Pay Grade Adjustments (4.55%)	Total Cost of Adjustments
Department of Human Services	\$0	\$0	\$0
Department of Law	\$13,529	\$0	\$13,519
Department of Public Works	\$0	\$0	\$0
Department of Safety	\$2,621	\$72,036	\$74,657
District Attorney	\$0	\$0	\$0
Independent Agencies	\$12,130	\$10,546	\$22,676
Office of Economic Development	\$0	\$0	\$0
Office of Human Resources	\$0	\$0	\$0
Technology Services	\$0	\$7,587	\$7,587
SUBTOTAL	\$28,279	\$156,267	\$184,546
Plus FICA (7.65%) and DERP (11.5%)	\$5,415	\$29,925	\$35,341
TOTAL	\$33,695	\$186,192	\$219,886

Review and Approval Process

- Internal Reviews
 - Recommendations reviewed and approved by City Budget Director
 - Recommendations shared with Agencies
- Career Service Board Review and Approval Process
 - Recommendations shared citywide in Employee Bulletin in advance of Public Hearing
 - Reviewed and approved by Career Service Board on April 7th



Approval & Review Process Next Steps

- City Council Review and Approval Process
 - City Council Governance and Charter Review Committee on May 3rd
 - Mayor-Council Meeting
 - City Council
- After Approval
 - Multiple employee communications via Employee Bulletin
 - Upon final approval
 - Prior to July 1st implementation
 - Prior to January 1st implementation
- Additional Compensation System Review
 - External Audit in 2015, as required by Denver Revised Municipal Code; findings presented to the Career Service Board on April 21st and to the Governance & Charter Review Committee on May 3rd

