

City and County of Denver Total Compensation Study

Simplified Pay Ranges



DENVER
THE MILE HIGH CITY

Total Compensation Study

- Objectives of the study:
 - ◆ Improve Denver’s total compensation system
 - Attraction and retention
 - Fair, competitive, responsive
 - ◆ Enhance “sustainability” of total compensation system for future
 - ◆ Enhance focus on performance
 - ◆ Improve clarity and transparency



Total Compensation Study Modernizations

- Paid Time Off (PTO) plan
 - ◆ Implemented 1/1/2010
- Enhanced Performance Rating Scale
 - ◆ Effective 1/1/2010
- Simplified Pay Ranges
 - ◆ Effective 10/17/2010
- Flexible Merit (Performance) Increase Table
 - ◆ Effective 1/1/2011
- Common Performance Review Date
 - ◆ Effective 1/1/2011

Implementation of Simplified Pay Ranges

- Pay Tables
 - ◆ New format without steps

- Ordinance Amendment
 - ◆ Removes references to “steps” in annual pay plan adjustments and pay administration
 - ◆ Removes references to “steps” for the pay of County Court Judges and County Court Magistrates



Simplified Pay Ranges

- Pay range structure will no longer contain steps
 - ◆ Pay range is divided into 4 sections (Quartiles)
 - ◆ Range minimum and range maximum remain unchanged
 - ◆ Employees maintain current rate of pay upon implementation
- Provides for more precise market adjustments
 - ◆ Annual Pay Survey occupational group adjustments based on actual changes in the market



Pay Table Example

Professional Occupational Group

Non-Exempt

Exempt

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Midpoint)	4th Quartile Minimum	Range Maximum
600-A	20,119	22,437	24,755	27,073	29,391
601-A	21,028	23,455	25,882	28,309	30,736
602-A	21,986	24,522	27,058	29,594	32,130
603-A	22,992	25,643	28,295	30,946	33,597
604-A	24,046	26,816	29,585	32,355	35,124
605-A	25,149	28,043	30,937	33,830	36,724
606-A	26,300	29,324	32,348	35,372	38,396
607-A	27,500	30,660	33,821	36,981	40,141
608-A	28,749	32,055	35,361	38,666	41,972
609-A	30,058	33,515	36,973	40,430	43,887
610-A	31,427	35,039	38,651	42,262	45,874
611-A	32,857	36,633	40,408	44,184	47,959
612-A	34,348	38,296	42,244	46,192	50,140
613-A	35,912	40,039	44,166	48,292	52,419
614-A	37,548	41,860	46,172	50,483	54,795
615-A	39,257	43,766	48,274	52,783	57,291
616-A	41,050	45,762	50,474	55,185	59,897
617-A	42,917	47,844	52,771	57,697	62,624
618-A	44,868	50,019	55,170	60,321	65,472
619-A	46,904	52,292	57,679	63,067	68,454
620-A	49,038	54,671	60,304	65,936	71,569
621-A	51,268	57,158	63,049	68,939	74,829
622-A	53,595	59,755	65,915	72,075	78,235

PAY GRADE	Range Minimum	2nd Quartile Minimum	3rd Quartile Minimum (Midpoint)	4th Quartile Minimum	Range Maximum
800-A	28,749	33,030	37,312	41,593	45,874
801-A	30,736	35,312	39,887	44,463	49,038
802-A	32,857	37,748	42,638	47,529	52,419
803-A	35,124	40,351	45,578	50,804	56,031
804-A	37,548	43,135	48,723	54,310	59,897
805-A	40,141	46,113	52,086	58,058	64,030
806-A	42,917	49,301	55,686	62,070	68,454
807-A	45,874	52,701	59,528	66,354	73,181
808-A	49,038	56,337	63,637	70,936	78,235
809-A	52,419	60,224	68,030	75,835	83,640
810-A	56,031	64,376	72,720	81,065	89,409
811-A	59,897	68,820	77,744	86,667	95,590
812-A	64,030	73,569	83,107	92,646	102,184
813-A	68,454	78,650	88,846	99,042	109,238
814-A	73,181	84,080	94,979	105,877	116,776
815-A	78,235	89,888	101,542	113,195	124,848
816-A	83,640	96,096	108,553	121,009	133,465
817-A	89,409	102,726	116,043	129,360	142,677
818-A	95,590	109,825	124,060	138,295	152,530
819-A	102,184	117,404	132,623	147,843	163,062
820-A	109,238	125,512	141,786	158,060	174,334
821-A	116,776	134,174	151,573	168,971	186,369
822-A	124,848	143,446	162,045	180,643	199,241



Ordinance Amendment Details

- Step references
 - ◆ Removed
 - ◆ Replaced with “Range Minimum”
 - ◆ Replaced with “Range Maximum”
- County Court Judges and Magistrates
 - ◆ Changes pay relationship from a step to a compa-ratio
 - ◆ Compa-ratio is a standard compensation term to identify where a salary lies within a pay range
 - ◆ Compa-ratio is determined by dividing the salary by the range midpoint
- Effective Date
 - ◆ 10/17/2010

Ordinance Amendment Details

Judge	Pay Grade	Place in Range	Salary
Current	821-L	Step 16	\$152,445
Proposed	821-L	Compa-ratio 1.076	\$152,445
Magistrate - Fu	Pay Grade	Place in Range	Salary
Current	816-L	Step 16	\$124,763
Proposed	816-L	Compa-ratio 1.076	\$124,763
Magistrate - Pa	Pay Grade	Place in Range	Salary
Current	816-L	Step 9	\$106,753
Proposed	816-L	Compa-ratio 0.291	\$106,753