



Compensation Study Results

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Compensation Study

- For years El Paso County's compensation results have shown that El Paso County employees as a general percentage are paid well below the other ten large counties and other like kind agencies
- November 2013
 - BoCC gave direction to perform a detailed Comprehensive Compensation Study to determine the extent of the inequity by individual position



Compensation Study Process

- Employment Services requested each Department and Office provide a list of positions to be reviewed
- Upon receipt of those positions, Employment Services worked with Mountain States Employers Council (MSEC) and the individual Departments and Offices to review each job description to ensure an accurate comparison was achieved
- MSEC then identified comparable positions within the “Front Range Extra”
 - Other ten large counties and municipalities who participated
 - Potential corporate sector – for technical positions not comparable with other governments



Compensation Study Components

- October 2015, the Compensation Study was completed for all Departments and Offices with the exception of Civilian Personnel in the Sheriff's Office
 - That analysis is still under way
- A review of the detailed results is still underway with each Department and Office



Compensation Study Results Summary

- Reviewed 2,128 positions
- Identified 810 positions (or 38%) are below minimum
- The percentages are as much as 32.6% below minimum
- The total annual amount of salary below minimum is \$3,520,503
- The survey also provides the impacts of the inequities to get to the salaries from a minimum level to a midpoint,
 - Which is an additional \$16.4 million annually



Compensation Study Results

Details to Get to Minimum

Unrestricted Funds	Total Positions Reviewed	Total Positions Below Minimum	% of Below Minimum Range	\$ Below Minimum
General Fund	729	237	0.1% - 22.0%	860,338
Road & Bridge	167	63	0.3% - 25.5%	187,019
Department of Human Services (20%)				30,665
Total Unrestricted	896	300		1,078,022

Restricted Funds				
General Fund - Restricted	100	18	0.6% - 32.6%	44,719
Department of Human Services	484	64	0.2% - 17.8%	122,661
Conservation Trust	18	7	1.3% - 14.6%	20,579
Health Department	128	5	1.2% - 14.3%	18,820
Solid Waste Management	5	-	0%	-
Total Restricted	735	94		206,778

Sheriff Sworn	497	416	4.7% - 20.9%	2,235,703
Total All Funds	2,128	810	0.1% - 32.6%	3,520,503



Compensation Study Results

Details

	Total Positions Reviewed	Total Positions Below Minimum	% of Below Minimum Range	\$ Below Minimum
ELECTED/APPOINTED				
Assessor - 14000	47	3	6.1% - 8.7%	11,770
Clerk & Recorder - 12325 Ops	11	2	9.3%	8,505
Clerk & Recorder - 12326 MV	72	24	3.0% - 17.4%	74,967
Clerk & Recorder - 12327 Elect	11	9	0.2% - 7.7%	18,845
Clerk & Recorder - 12328 Driv Lic	8	3	12.5%	11,921
Clerk & Recorder - 12332 Admin	7	1	4.8%	2,000
Clerk & Recorder - 12333 Recording	11	0	0%	-
Clerk & Recorder - 12334 Clerk to Board	3	1	4.5%	2,220
Coroner - 15000	18	5	5.5% - 22.0%	29,522
District Attorney	210	107	0.1% - 16.9%	503,702
Public Trustee	4	0	0%	-
Sheriff	497	416	4.7% - 20.9%	2,235,703
Treasurer - 13000	15	1	5.1%	3,190
Total Elected	914	572		2,902,345



Compensation Study Results

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Budget Administration				
Finance - 11450	47	15	0.9% - 9.3%	23,049
Budget - 11500	18	2	5.8%	6,200
Budget - 11505	6	0	0%	-
Budget - 11508	4	0	0%	-
Emergency Response - 11510	1	0	0%	-
SBDC - 120935	2	1	32.6%	10,338
Total Budget	78	18		39,587

Community Services Dept.				
Environmental Services - 11197	5	0	0%	-
Parks 11225	15	3	1.2% - 11.7%	8,319
Parks Fair/Spec Events - 11237	1	0	0%	-
CSU 11250	2	0	0%	-
CCR Detox - 11274	19	0	0%	-
CCR Justice Service - 11275	1	0	0%	-
CCR - Pretrial Services - 11277	1	0	0%	-
Veterans Services - 11575	6	2	5.4% - 16.2%	8,505
Conservation Trust	18	7	1.3% - 14.6%	20,579
Solid Waste Management - 20800	5	0	0%	-
Total CSD	73	12		37,403



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Support Services Dept.				
Information Technology	57	7	1.1% - 16.7%	19,199
EBMS	6	4	2.2% - 6.2%	8,192
Total SSD	63	11		27,392
Public Services Dept.				
Security - 11175	34	19	0.7% - 17.1%	63,635
Facilities - 11200	34	2	8.2% - 11.1%	12,417
Facilities - Mail Room 11202	2	0	0%	-
Facilities - City SLA 11208	11	0	0%	-
Procurement - 11325	7	1	4.0%	2,511
Fleet - 120030	31	18	0.5% - 9.3%	34,955
Road & Bridge - Fund 2	167	63	0.3% - 25.5%	187,019
OEM - 11060	6	0	0%	-
Total PSD	292	103		300,537



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	Total Positions Reviewed	Total Positions Below Minimum	% of Below Minimum Range	\$ Below Minimum
OTHER				
County Attorney	9	1	5.1%	3,798
County Attorney - DHS	22	16	0.3% - 17.8%	107,433
Development Services Dept.	23	0	0%	-
Employment & Risk Management	13	7	0.2% - 1.3%	2,916
Pikes Peak Workforce	49	16	0.6% - 11.8%	32,580
Pension - 150100	2	1	2.9%	1,800
Fund 95 - Health Dept.	128	5	1.2% - 14.3%	18,820
Fund 4 - Dept. of Human Services	462	48	0.2% - 15.1%	45,893
Total Other	708	94		213,240



Questions?

