

2012 Salary Commission

Report to Joint Colorado Senate and
House Local Governments
Committee

The Commission

Appointed by the House

Appointed by the Senate

Linda Romer Todd -Public Member- Chair Thomas Davidson - County Commissioner

Robert Fowler – Otero County Coroner _____ - County Assessor

Dee Ann Stults – Yuma County Treasurer Joseph Pelle – Boulder County Sheriff

Warren Ward – Grand County Surveyor Teak Simonton – Eagle County Clerk/Recorder

Susan Good – DHS Category I Counties _____ – Category II-V Member

_____ – General Public Member _____ - General Public Member

Bruce Eisenhauer – Appointed by DOLA Executive Director

Bret Hillberry – DOLA Staff to Commission

Why the Legislature must Act

- Many county commissioners we have spoken to have said they would prefer small increments on a regular basis rather than large increases every now and then. If a salary increase goes into effect in 2015, that will be the only raise in salaries in eight years for most counties and twelve years for a few. If the Legislature fails to act in 2013, the time will be extended to twelve and sixteen years while other county and comparable position salaries continue to rise and subsequently the gap becomes even greater.

Salary Commission's Charge

- Section 30-3-105
- The Commission shall study:
 - A. Salaries paid to county elected officials
 - B. The responsibilities of each elected official and the scope of authority of the entity in which the official serves
 - C. The relative level of difficulty in performing those duties
 - D. The amount of time, directly or indirectly, related to the performance of duties, function and services of each county elected official
 - E. Current levels of salaries for comparable employment in other places of public and private employment in comparable markets

Category I

| County Category | Population Estimates | | | Assessed Valuation | | | County Property Tax Revenue | | |
|-----------------|----------------------|-----------|----------|--------------------|---------------|----------|-----------------------------|-------------|----------|
| | July 2006 | July 2010 | % Change | 2006 | 2010 | % Change | 2006 | 2010 | % Change |
| Adams | 411,894 | 441,603 | 7.21 | 4,249,248,640 | 4,609,492,840 | 8.47 | 114,619,233 | 123,916,996 | 8.11 |
| Arapahoe | 539,128 | 572,003 | 6.09 | 6,883,400,230 | 7,968,810,420 | 15.76 | 110,705,726 | 126,407,310 | 14.18 |
| Boulder | 291,718 | 294,567 | 0.97 | 5,031,140,476 | 5,808,272,120 | 15.44 | 113,034,633 | 143,144,866 | 26.63 |
| Douglas | 263,440 | 285,465 | 8.36 | 4,022,845,950 | 4,916,844,570 | 22.22 | 79,547,756 | 97,225,685 | 22.22 |
| El Paso | 580,176 | 622,263 | 7.25 | 5,708,723,860 | 6,830,113,540 | 19.64 | 44,014,261 | 52,707,986 | 19.75 |
| Jefferson | 533,356 | 534,543 | 0.22 | 6,710,145,520 | 7,352,599,610 | 9.57 | 163,365,203 | 179,006,390 | 9.57 |
| Larimer | 282,169 | 299,630 | 6.18 | 3,585,396,965 | 4,235,931,783 | 18.14 | 80,348,746 | 95,410,127 | 18.74 |
| Pueblo | 152,743 | 159,063 | 4.13 | 1,086,582,150 | 1,398,822,150 | 28.73 | 34,669,577 | 44,310,489 | 27.28 |
| Weld | 235,362 | 252,825 | 7.41 | 4,203,949,170 | 4,701,208,970 | 11.82 | 70,643,162 | 78,999,116 | 11.82 |

Category II

| County Category II | Population Estimates | | | Assessed Valuation | | | County Property Tax Revenue | | |
|--------------------------|----------------------|-----------|----------|--------------------|---------------|----------|-----------------------------|------------|----------|
| | July 2006 | July 2010 | % Change | 2006 | 2010 | % Change | 2006 | 2010 | % Change |
| Eagle | 50,229 | 52,197 | 3.77 | 2,286,020,240 | 3,624,891,290 | 58.56 | 19,428,886 | 30,807,951 | 58.56 |
| Fremont | 47,881 | 46,824 | -2.20 | 373,303,650 | 451,821,250 | 21.03 | 4,597,234 | 5,640,085 | 22.86 |
| Garfield | 52,506 | 56,389 | 7.39 | 2,566,472,930 | 3,410,442,960 | 32.88 | 35,045,188 | 46,569,599 | 32.88 |
| La Plata | 48,989 | 51,334 | 4.78 | 3,008,034,270 | 2,354,797,050 | -21.71 | 25,568,291 | 20,015,775 | -21.71 |
| Mesa | 134,818 | 146,723 | 8.83 | 1,329,285,810 | 2,314,433,540 | 74.11 | 25,244,467 | 28,240,718 | 11.86 |
| Pitkin | 16,365 | 17,148 | 4.78 | 1,934,052,050 | 3,683,830,340 | 90.47 | 14,702,664 | 21,134,135 | 43.74 |
| Summit | 27,776 | 27,994 | 0.78 | 1,274,674,510 | 1,934,709,290 | 51.78 | 15,760,076 | 24,367,664 | 54.61 |

Category III

| County Category III | Population Estimates | | | Assessed Valuation | | | County Property Tax Revenue | | |
|---------------------|----------------------|-----------|----------|--------------------|---------------|-------------|-----------------------------|------------|-----------|
| | July 2006 | July 2010 | % Change | 2006 | 2010 | % Change | 2006 | 2010 | % Change |
| | Alamosa | 15,737 | 15,445 | -1.85 | 115,344,560 | 142,955,492 | 23.93 | 2,911,066 | 3,607,911 |
| Archuleta | 12,148 | 12,084 | -0.52 | 246,101,670 | 424,332,879 | 72.42 | 4,495,539 | 7,784,387 | 73.15 |
| Chaffee | 16,803 | 17,809 | 5.98 | 295,270,857 | 395,642,062 | 33.99 | 2,515,412 | 2,955,842 | 17.50 |
| Clear Creek | 9,335 | 9,088 | -2.64 | 249,734,680 | 541,808,930 | 116.95 | 8,046,451 | 20,619,081 | 156.25 |
| Delta | 30,572 | 30,952 | 1.24 | 250,412,460 | 351,544,280 | 40.38 | 4,532,966 | 4,303,957 | -5.05 |
| Gilpin | 5,085 | 5,441 | 7.00 | 314,872,030 | 384,226,190 | 22.02 | 3,098,656 | 3,814,598 | 23.10 |
| Grand | 14,107 | 14,843 | 5.21 | 610,802,460 | 982,437,900 | 60.84 | 9,256,711 | 14,888,846 | 60.84 |
| Gunnison | 14,712 | 15,324 | 4.15 | 509,867,060 | 841,030,940 | 64.95 | 6,451,858 | 8,612,157 | 33.48 |
| Las Animas | 16,299 | 15,507 | -4.85 | 652,608,440 | 450,476,710 | -30.97 | 6,106,457 | 4,215,111 | -30.97 |
| Logan | 21,582 | 22,709 | 5.22 | 190,712,470 | 259,427,560 | 36.03 | 5,700,586 | 7,983,624 | 40.04 |
| Moffat | 13,581 | 13,795 | 1.57 | 418,099,178 | 476,142,793 | 13.88 | 8,234,881 | 11,291,250 | 37.11 |
| Montezuma | 25,224 | 25,535 | 1.23 | 370,087,190 | 543,765,410 | 46.92 | 5,275,223 | 7,750,832 | 46.92 |
| Montrose | 38,837 | 41,276 | 6.28 | 430,817,550 | 622,667,650 | 44.53 | 9,109,637 | 12,826,331 | 40.79 |
| Morgan | 28,298 | 28,159 | -0.49 | 367,379,070 | 413,266,190 | 12.49 | 10,634,889 | 11,963,230 | 12.49 |
| Otero | 19,259 | 18,831 | -2.22 | 110,893,849 | 124,184,371 | 11.98 | 2,433,898 | 2,725,599 | 11.98 |
| Park | 16,648 | 16,206 | -2.65 | 357,367,586 | 469,448,772 | 31.36 | 6,435,475 | 7,654,832 | 18.94 |
| Rio Blanco | 6,240 | 6,666 | 6.82 | 575,347,810 | 1,128,334,240 | 96.11 | 5,206,898 | 10,211,425 | 96.11 |
| Routt | 22,384 | 23,509 | 5.02 | 812,913,120 | 1,460,660,366 | 79.68 | 12,372,538 | 17,067,816 | 37.94 |
| San Miguel | 7,326 | 7,359 | 0.45 | 780,568,940 | 965,168,630 | 23.64 | 7,899,358 | 9,767,507 | 23.64 |
| Teller | 22,448 | 23,350 | 4.01 | 396,048,780 | 496,439,260 | 25.34 | 5,821,521 | 7,297,657 | 25.35 |

Category IV

| County Category IV | Population Estimates | | | Assessed Valuation | | | County Property Tax Revenue | | |
|--------------------|----------------------|-----------|----------|--------------------|-------------|----------|-----------------------------|-----------|----------|
| | July 2006 | July 2010 | % Change | 2006 | 2010 | % Change | 2006 | 2010 | % Change |
| | | | | | | | | | |
| Custer | 3,937 | 4,255 | 8.07 | 77,538,610 | 96,259,200 | 24.14 | 1,182,076 | 1,948,768 | 64.85 |
| Elbert | 23,022 | 23,086 | 0.27 | 254,852,070 | 276,432,380 | 8.46 | 7,159,304 | 7,777,978 | 8.64 |
| Huerfano | 7,909 | 6,711 | -15.14 | 95,361,790 | 124,519,190 | 30.57 | 1,951,865 | 2,602,451 | 33.33 |
| Kit Carson | 8,184 | 8,270 | 1.05 | 100,349,293 | 128,279,792 | 27.83 | 3,712,221 | 4,828,708 | 30.07 |
| Lake | 7,957 | 7,310 | -8.13 | 84,878,145 | 108,260,409 | 27.54 | 3,098,307 | 3,638,416 | 17.43 |
| Ouray | 4,348 | 4,436 | 2.02 | 144,438,530 | 210,799,580 | 45.94 | 1,901,678 | 2,769,906 | 45.65 |
| Prowers | 13,638 | 12,551 | -7.97 | 124,435,090 | 122,015,310 | -1.94 | 3,380,901 | 3,315,156 | -1.94 |
| Rio Grande | 12,847 | 11,982 | -6.73 | 138,660,900 | 181,117,760 | 30.61 | 2,158,534 | 2,819,460 | 30.61 |
| Washington | 4,850 | 4,814 | -0.74 | 111,832,090 | 112,225,389 | 0.35 | 3,397,459 | 3,395,604 | -0.34 |
| Yuma | 9,911 | 10,043 | 1.33 | 268,392,980 | 274,541,320 | 2.29 | 5,414,828 | 5,978,412 | 10.40 |

Category V

| County Category | Population Estimates | | | Assessed Valuation | | | County Property Tax Revenue | | |
|-----------------|----------------------|-----------|----------|--------------------|-------------|----------|-----------------------------|-----------|----------|
| | July 2006 | July 2010 | % Change | 2006 | 2010 | % Change | 2006 | 2010 | % Change |
| | | | | | | | | | |
| Baca | 4,250 | 3,788 | -10.87 | 66,836,422 | 71,479,260 | 6.94 | 1,352,836 | 1,716,431 | 26.87 |
| Bent | 6,180 | 6,499 | 5.16 | 53,537,652 | 72,466,360 | 35.35 | 1,644,463 | 2,218,195 | 34.88 |
| Cheyenne | 2,062 | 1,836 | -10.96 | 138,975,589 | 126,621,336 | -8.88 | 2,106,870 | 1,919,579 | -8.88 |
| Conejos | 8,421 | 8,256 | -1.95 | 45,213,579 | 54,640,652 | 20.85 | 1,121,613 | 1,354,979 | 20.80 |
| Costilla | 3,390 | 3,524 | -1.83 | 73,900,169 | 128,427,551 | 73.78 | 1,304,486 | 2,461,442 | 88.69 |
| Crowley | 5,881 | 5,823 | -0.98 | 33,009,670 | 35,023,460 | 6.10 | 1,342,371 | 1,473,822 | 9.79 |
| Hinsdale | 836 | 843 | 0.83 | 42,984,347 | 61,612,110 | 43.33 | 758,459 | 948,272 | 25.02 |
| Lincoln | 5,740 | 5,467 | -4.75 | 69,198,047 | 82,924,042 | 19.83 | 2,733,323 | 3,109,652 | 13.76 |
| Philips | 4,562 | 4,442 | -2.63 | 46,986,570 | 52,397,200 | 11.51 | 1,328,780 | 1,481,793 | 11.51 |
| Saguache | 6,877 | 6,108 | -11.18 | 50,233,577 | 61,870,810 | 23.16 | 1,136,786 | 1,398,095 | 22.98 |
| San Juan | 575 | 699 | 21.56 | 40,614,510 | 57,605,250 | 41.83 | 797,710 | 1,162,416 | 45.71 |

Category VI

| County Category VI | Population Estimates | | | Assessed Valuation | | | County Property Tax Revenue | | |
|--------------------------|----------------------|-----------|----------|--------------------|------------|----------|-----------------------------|-----------|----------|
| | July 2006 | July 2010 | % Change | 2006 | 2010 | % Change | 2006 | 2010 | % Change |
| Dobres | 1,918 | 2,064 | 7.61 | 41,728,779 | 78,952,586 | 89.20 | 1,168,948 | 2,211,699 | 89.20 |
| Jackson | 1,484 | 1,394 | -6.06 | 31,191,220 | 35,773,700 | 14.69 | 495,816 | 577,745 | 16.52 |
| Kiowa | 1,499 | 1,398 | -6.73 | 33,389,440 | 32,419,340 | -2.90 | 1,426,831 | 1,509,218 | 5.77 |
| Mineral | 938 | 712 | -24.09 | 24,705,170 | 33,520,040 | 35.68 | 649,524 | 881,275 | 35.68 |
| Sedgwick | 2,596 | 2,379 | -8.35 | 32,245,410 | 54,298,190 | 68.39 | 1,066,646 | 1,796,130 | 68.39 |

2011 CPI Chart

| County Commissioners | | |
|---|----------------|------------------------|
| Category | Current Salary | Salary Adjusted by CPI |
| One | \$87,300 | 96,899 |
| Two | \$72,500 | 80,472 |
| Three | \$58,500 | 64,933 |
| Four | \$49,700 | 54,055 |
| Five | \$43,800 | 48,616 |
| Six | \$39,700 | 44,065 |
| County Sheriffs | | |
| Category | Current Salary | Salary Adjusted by CPI |
| One | \$111,100 | 123,316 |
| Two | \$87,700 | 97,343 |
| Three | \$76,000 | 84,357 |
| Four | \$66,600 | 73,923 |
| Five | \$49,100 | 54,499 |
| Six | \$46,500 | 51,613 |
| County Treasurers, Assessors and Clerks | | |
| Category | Current Salary | Salary Adjusted by CPI |
| One | \$87,300 | 96,899 |
| Two | \$72,500 | 80,472 |
| Three | \$58,500 | 64,933 |
| Four | \$49,700 | 54,055 |
| Five | \$43,800 | 48,616 |
| Six | \$39,700 | 44,065 |

Deputies, Assistants Salary Increases

| | 2004 | 2011 | |
|---------------------------------------|--------------|---------------|-----|
| Chief Deputy Clerk and Recorder | \$ 53,456.00 | \$ 71,321.00 | 33% |
| Branch Manager, Clerk and Recorder | \$ 44,346.00 | \$ 63,486.00 | 43% |
| Recording Manager, Clerk and Recorder | \$ 45,698.00 | \$ 64,003.00 | 40% |
| Chief Deputy, Assessor | \$ 53,456.00 | \$ 73,112.00 | 37% |
| Chief Deputy, Treasurer | \$ 52,000.00 | \$ 75,473.00 | 45% |
| Administrative Assistant to the Board | \$ 47,840.00 | \$ 72,800.00 | 52% |
| IT Director | \$ 78,204.00 | \$ 103,740.00 | 33% |
| Finance Director | \$ 77,406.00 | \$ 125,580.00 | 62% |

Phillips County Employee Raises 2003-2012

| | |
|------|--|
| 2003 | 3% COL Increase |
| 2004 | 2% COL Increase |
| 2005 | 1% COL Increase |
| 2006 | Flat \$35/month per FTE |
| 2007 | 2.5% COL Increase + \$35/month per FTE |
| 2008 | Flat \$17/month per FTE |
| 2009 | Flat \$35/month per FTE |
| 2010 | 1% COL + \$13/month per FTE |
| 2011 | Flat \$28/month per FTE |
| 2012 | 1% COL projected but not adopted |

Employees are on a grade and step plan.

Also they typically received a step increase of 3% every two or three years

Phillips County Employee Raises 2003-2012

| | |
|------|--|
| 2003 | 8% COL Increase |
| 2004 | 2% COL Increase |
| 2005 | 1% COL Increase |
| 2006 | Flat \$35/month per FTE |
| 2007 | 2.5% COL Increase + \$35/month per FTE |
| 2008 | Flat \$17/month per FTE |
| 2009 | Flat \$35/month per FTE |
| 2010 | 1% COL + \$13/month per FTE |
| 2011 | Flat \$28/month per FTE |
| 2012 | 1% COL projected but not adopted |

Employees are on a grade and step plan.

Also they typically received a step increase of 3% every two or three years

Sheriff Salary Comparisons 2012

- 2011 Salary Comparisons From Various Counties
- Boulder County:
- Longmont Public Safety Chief \$152,000
- Boulder Police Chief 146,500
- Undersheriff 126,612
- S.O. Division Chief 115,116
- Sheriff 111,100
- Summit County:
- Breckenridge Police Chief \$126,735
- Breckenridge Asst. Chief 107,388
- Frisco Police Chief 102,000 plus bonus
- Dillon Police Chief 100,000-107,000
- Silverthorne Police Chief 109,620
- Undersheriff 113,000-115,493
- S.O. Division Commander 85,000-99,955
- Sheriff 87,700
- Mesa County:
- Grand Junction Police Chief \$120,032
- Undersheriff 115,092
- Chief Probation Officer 110,100
- Community Justice Services Director 107,107
- Sheriff 87,700

continued

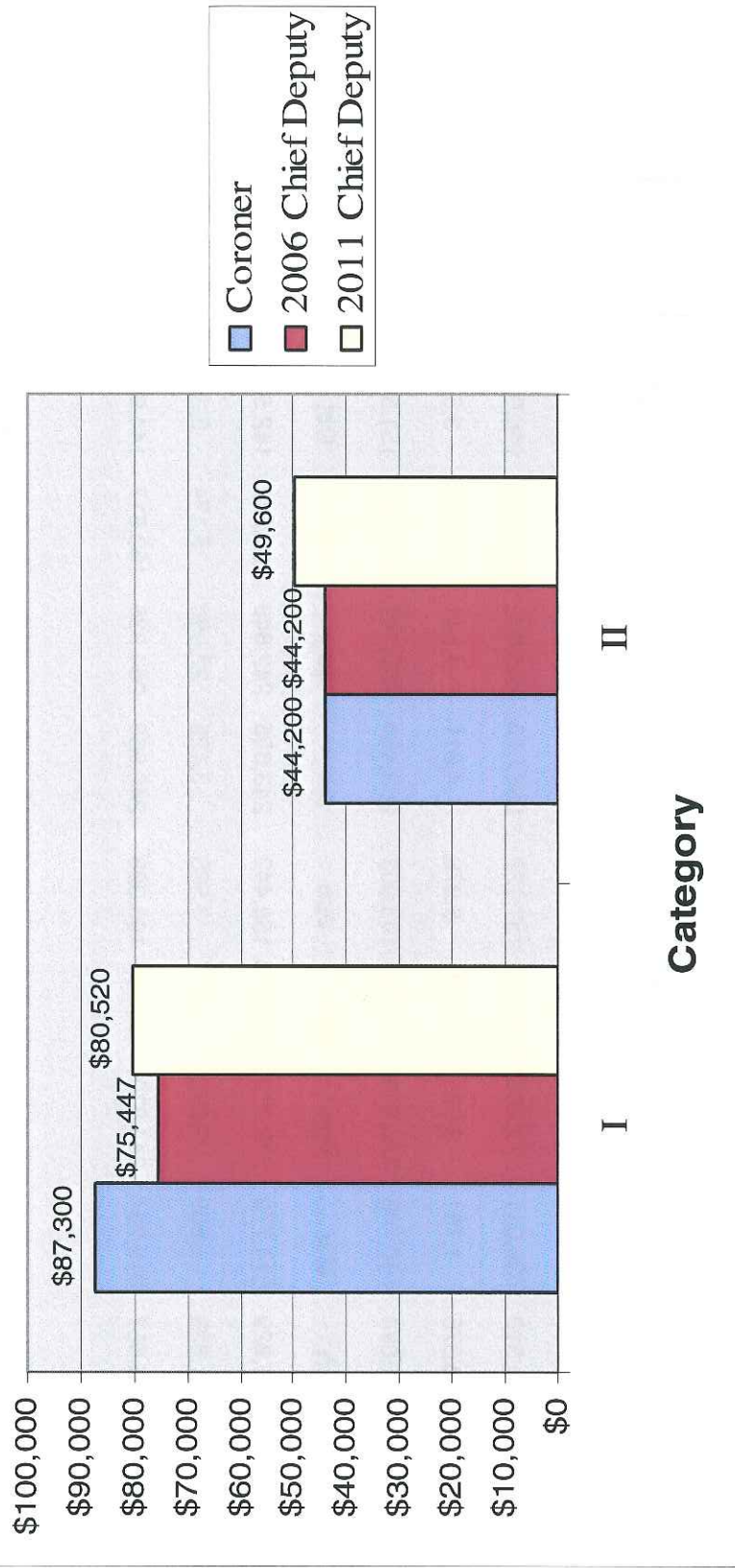
| | | | |
|------------------------------|--------------------------|--------|---------|
| • <u>Montrose County</u> | | | |
| • Montrose Police Chief | \$92,000 plus allowances | | |
| • Montrose Police Commander | 82,000 plus allowances | | |
| • Montrose S.O. Lieutenant | 77,298 | | |
| • Sheriff | | 76,000 | |
| • <u>Montezuma County:</u> | | | |
| • Cortez Police Chief | \$85,176 | | |
| • Montezuma County Sheriff | 76,000 | | |
| • <u>Gilpin County:</u> | | | |
| • Central City Police Chief | \$82,978 | | 76,000 |
| • Sheriff | | | |
| • <u>Larimer County:</u> | | | |
| • Ft. Collins Police Chief | \$153,500 | | |
| • Loveland Police Chief | 142,975 | | |
| • Larimer Undersheriff | 118,193 | | |
| • Larimer S.O. Captain | 115,733 | | |
| • Sheriff | | | 111,100 |
| • <u>Teller County:</u> | | | |
| • Cripple Creek Police Chief | \$73,000-90,000 | | |
| • Woodland Park Police Chief | 66,182-99,273 | | |
| • Undersheriff | | | 76,573 |
| • Sheriff | | | 76,000 |

continued

| | | | |
|---|-------------------------------|----------------|-----------|
| • | <u>Weld County:</u> | | |
| • | | | |
| • | | | |
| • | Greeley Police Chief | | \$121,000 |
| • | Undersheriff | | 132,400 |
| • | S.O. Bureau Chief | 97,000-122,900 | |
| • | Sheriff | | 111,100 |
| • | | | |
| • | | | |
| • | <u>San Miguel County:</u> | | |
| • | | | |
| • | Telluride Chief Marshal | \$106,156 | |
| • | Mountain Village Police Chief | 99,200 | |
| • | Undersheriff | | 105,875 |
| • | Operations Commander S.O. | 111,883 | |
| • | S.O. Sergeant | | 101,530 |
| • | Sheriff | | 76,000 |
| • | | | |

Coroner Salary Comparisons

Coroner vs. Chief Deputy Coroner



Sales Tax Example

Summit County Sales Tax as of October 2011

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-----|-----|-----------|
| 2011 | | | | | | | | | | | | | |
| Sales Taxes | 522,427 | 509,519 | 639,011 | 223,266 | 118,082 | 187,127 | 258,870 | 245,802 | 205,529 | 148,018 | | | 3,057,650 |
| DMV Receipts | 2,013 | 2,375 | 1,751 | 3,075 | 1,621 | 5,876 | 4,611 | 4,541 | 2,892 | 3,575 | | | 32,330 |
| 2011 Totals | 524,440 | 511,894 | 640,763 | 226,340 | 119,703 | 193,003 | 263,480 | 250,342 | 208,421 | 151,593 | | | 3,089,979 |
| 2010 | | | | | | | | | | | | | |
| Sales Taxes | 501,906 | 493,829 | 614,779 | 242,219 | 106,053 | 159,442 | 243,835 | 242,849 | 188,343 | 142,566 | | | 2,935,821 |
| DMV Receipts | 1,732 | 1,828 | 4,505 | 2,652 | 2,477 | 3,586 | 3,125 | 22,086 | 5,174 | 2,394 | | | 49,560 |
| 2010 Totals | 503,638 | 495,657 | 619,284 | 244,870 | 108,530 | 163,028 | 246,960 | 264,935 | 193,517 | 144,961 | | | 2,985,381 |

% Difference

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Total |
|---------------------|--------|--------|---------|--------|---------|--------|--------|---------|---------|--------|---------|
| Sales Taxes | 4.09% | 3.18% | 3.94% | -7.82% | 11.34% | 17.36% | 6.17% | 1.22% | 9.12% | 3.82% | 4.15% |
| DMV Receipts | 16.21% | 29.90% | -61.13% | 15.96% | -34.57% | 63.89% | 47.54% | -79.44% | -44.11% | 49.31% | -34.77% |
| Totals | 4.13% | 3.28% | 3.47% | -7.57% | 10.29% | 18.39% | 6.69% | -5.51% | 7.70% | 4.58% | 3.50% |

\$ Difference

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Total |
|---------------------|--------|--------|---------|----------|--------|--------|--------|----------|---------|-------|----------|
| Sales Taxes | 20,521 | 15,690 | 24,232 | (18,953) | 12,029 | 27,685 | 15,035 | 2,953 | 17,186 | 5,451 | 121,829 |
| DMV Receipts | 281 | 547 | (2,754) | 423 | (856) | 2,291 | 1,486 | (17,546) | (2,282) | 1,181 | (17,231) |
| Totals | 20,802 | 16,237 | 21,478 | (18,530) | 11,172 | 29,975 | 16,520 | (14,593) | 14,904 | 6,632 | 104,598 |

The ACTION

- January 2013 is the time to make a decision.
- The Commission will be bring forth a recommendation in January 2013.
- The salary adjustments will go into effect in January 2015.

