



**County Technical Services, Inc.
2018 County Salary Survey**

Table of Contents

Table of Contents	1
Executive Summary	1
Unemployment Rate in Colorado Remains Low	1
The GDP	1
The Employment Cost Index	1
Future of the Economy.....	1
Participation in the 2018 CTSI County Wage Survey	2
Vacation and Sick Leave	2
Medical Costs.....	3
Conclusion	3
2018 Reported Wages by Benchmark Job Titles	4
Average Wage by County Revenue Group.....	6
Chart-Average Wage by County Revenue Group	8
Chart-Median Wage by County Revenue Group.....	8

Executive Summary

The Colorado Office of State Planning and Budgeting's *Economic and Fiscal Review*, called the *Colorado Outlook*, states that Colorado's economy is booming. In fact, Colorado's economy is on solid footing with strong employment growth and expectations of ongoing expansion.

Unemployment Rate in Colorado Remains Low

The current unemployment rate is 3.8% nationally, and 2.9% in Colorado. Employers added 164,000 jobs in April, the 91st consecutive month of hiring growth.

The GDP

Consumer prices rose at a year-over-year pace of 2.4%, the sharpest annual increase in twelve months. The Gross Domestic Product (GDP) is at 3.8%

The Employment Cost Index

The Employment Cost Index is at 2.7%. The Employment Cost Index (ECI) measures the relative changes in wages, benefits, and bonuses for a specific group of occupations. The reason the ECI is thought to be an indicator of inflation is that as wages increase, the added cost is often passed on to consumers shortly thereafter in the form of higher prices (which is inflation). In combination with the productivity report, the ECI can reveal whether the increased cost of labor is justified or not.

Inflation has shown signs of accelerating slightly, eroding some of the potential wage growth. The Federal Reserve has set an annual inflation target of 2% and a rate hike in March, with two more expected this year, and that is expected to keep the target of 2% achievable.

However, pay growth has been meager. A tight labor market is the result of the low unemployment, with many entry level jobs remaining unfilled. Nationally, average hourly earnings have risen 2.6% from a year ago. For the counties that participated in the salary survey, that amount has decreased slightly.

Future of the Economy

Expectations for the for the economy are a key factor for future performance, so when expectations for the economy are positive, businesses are more likely to hire and invest, which in turn facilitates economic growth.

The picture is not so rosy for rural areas. Rural communities still haven't recovered the jobs they lost in the recession. Census data show that the rural job market is 4.26% smaller than it was ten years ago. There has also been a precipitous drop in agricultural commodity prices and the fact that the coal industry has shed nearly half its jobs since 2003. Most of the new jobs in rural areas are being created in the service sector.

But there is some positive news for rural areas. According to the U.S. Census bureau, rural counties have higher rates of self-employed business proprietors than their metropolitan counterparts. The reality is that rural areas have to be more entrepreneurial as industries with concentrations of wage and salary jobs are scarce. These businesses are more resilient than the metro areas due to cautious business practices and fewer alternative employment options.

Participation in the 2018 CTSI County Wage Survey

A total of twenty-nine counties participated in the 2018 survey: Alamosa, Clear Creek, Conejos, Crowley, Custer, Delta, Fremont, Garfield, Gilpin, Grand, Gunnison, Hinsdale, Huerfano, Kiowa, LaPlata, Logan, Moffat, Montezuma, Montrose, Morgan, Prowers, Pueblo, Rio Blanco, Routt, Saguache, Summit, Teller, Weld, and Yuma.

Vacation and Sick Leave

Twenty six counties provided information on their health insurance and employee benefits.

This chart depicts the average earned vacation and sick time based on employee length of employment.

		Earned after years of service					
Sick Days-Management		less than 2	2	5	10	15	20+
Average		11	11	11	11	11	11
Minimum		4	4	4	4	4	4
Maximum		15	15	15	18	18	18

		Earned after years of service					
Sick Days-Others		less than 2	2	5	10	15	20+
Average		11	11	11	11	11	11
Minimum		4	4	4	4	4	4
Maximum		15	15	15	18	18	18

		Earned after years of service					
Vacation Days-Management		less than 2	2	5	10	15	20+
Average		11	12	15	19	20	21
Minimum		5	5	6	9	10	10
Maximum		26	26	29	33	36	36

		Earned after years of service					
Vacation Days-Others		less than 2	2	5	10	15	20+
Average		11	12	15	18	19	20
Minimum		5	5	5	5	5	5
Maximum		26	26	29	33	36	36

Medical Costs

The Society for Human Resource Management reports that the employer's health care cost has plateaued. Nonetheless, the price of health care is still being passed on to workers, the end-result being that salary increases get absorbed by the price an employee must pay for health care. That trend is tempered in county government where many of the counties pick up some or all of the health care benefits.

This chart shows the distribution of cost of health insurance benefits between the employer and employee for the twenty-six reporting counties.

Distribution of Cost of Health Insurance	
Employer Pays 100%	38%
Employer Pays 80% - 99%	38%
Employer Pays 50% - 79%	23%

Conclusion

Market forces in the past couple of years have caused pay ranges for job groups to narrow and wage rates to flatten within most county job groups. Many counties will find it unnecessary to make extensive market adjustments for the upcoming budget year. Instead, commissioners can focus on ensuring that relative pay ranges for similar jobs, similar job tiers, and similar job groups in different departments are based on rationally established compensation factors. This can be done by ensuring that pay rate differences for comparable jobs are based on the difficulty of duties, skills, and responsibilities of the job or other job-related factors such as training or educational level required, specialized technical skills, departmental length of work weeks, shift differentials, or unusually difficult working conditions. Commissioners should also review leave accrual practices, benefit practices, and benefit costs across departments to ensure that benefits costs and practices are comparable across county departments, because benefit and leave costs are both a major component of, and a contributor to, compensation costs.

2018 Reported Wages by Benchmark Job Titles

Benchmark Job Title	Average	Minimum	Median	Maximum	Count
Accountant	\$28.57	\$13.58	\$27.01	\$49.50	35
Accounting Technician	\$21.04	\$14.42	\$19.75	\$51.76	67
Administrative Assistant	\$17.47	\$8.72	\$17.36	\$37.23	332
Administrative Supervisor	\$26.32	\$13.90	\$25.54	\$59.02	151
Appraisal or Property Records Technician	\$20.92	\$10.87	\$19.10	\$37.52	69
Appraiser (Personal Property)	\$22.59	\$15.43	\$23.08	\$33.77	12
Appraiser (Real Property)	\$22.86	\$14.95	\$20.89	\$50.00	57
Assistant County Clerk	\$16.90	\$10.71	\$16.63	\$24.71	91
Bailing Foreman	\$27.65	\$23.70	\$26.87	\$33.93	5
Benefits Technician	\$22.46	\$14.06	\$23.04	\$32.24	15
Building Inspector	\$27.29	\$12.25	\$27.39	\$45.08	32
Captain	\$38.26	\$21.15	\$41.21	\$54.11	32
Chief County Engineer	\$50.16	\$40.00	\$51.83	\$58.99	6
Chief or Deputy Assessor	\$27.20	\$13.46	\$25.54	\$48.24	25
Chief or Deputy County Clerk	\$23.93	\$10.99	\$22.88	\$40.33	39
Civil/Water/Traffic Engineer	\$29.25	\$12.61	\$32.28	\$42.93	5
Communications Dispatcher	\$20.75	\$13.08	\$19.87	\$30.85	101
Computer Systems Operator	\$25.88	\$17.49	\$25.77	\$38.91	22
Computer Systems Programmer	\$30.57	\$15.38	\$27.37	\$46.66	18
County Attorney	\$54.20	\$29.72	\$53.49	\$100.62	28
County Manager	\$57.07	\$18.04	\$57.85	\$92.76	20
Degreed Professional	\$29.23	\$18.61	\$28.91	\$44.63	43
Department Manager	\$42.12	\$12.28	\$41.66	\$89.01	198
Deputy Patrol	\$24.00	\$10.15	\$24.59	\$40.19	372
Detention Manager	\$24.77	\$15.20	\$20.40	\$47.04	27
Detention Officer	\$19.27	\$9.25	\$20.24	\$35.53	475
DHS Case Manager	\$24.35	\$12.73	\$24.06	\$54.30	84
DHS Caseworker (all levels)	\$21.92	\$10.20	\$21.50	\$37.23	356
DHS Intake Technician	\$17.23	\$11.50	\$17.06	\$32.24	254
Emergency Medical Technician	\$14.23	\$9.30	\$13.53	\$22.00	97
Engineering Technician (all levels)	\$28.30	\$22.14	\$25.95	\$39.16	4
Finance Analyst	\$36.62	\$26.84	\$36.13	\$49.68	15

Benchmark Job Title	Average	Minimum	Median	Maximum	Count
Geographic Information Systems Specialist	\$31.37	\$19.92	\$31.94	\$39.04	13
Grant Contract Program Manager	\$24.20	\$12.02	\$23.88	\$31.63	21
Investigator or Sergeant	\$27.76	\$14.42	\$27.06	\$44.69	135
Landfill Operator	\$19.56	\$11.26	\$19.57	\$29.53	51
Legal Assistant	\$22.34	\$11.65	\$21.92	\$38.27	30
Maintenance Mechanic	\$17.80	\$10.30	\$17.06	\$32.45	104
Manager, Coordinator Emergency Medical Services	\$33.26	\$15.74	\$35.62	\$52.68	9
Mapper/Cartographer	\$22.69	\$19.74	\$21.66	\$31.45	7
Networked Systems Administrator	\$36.74	\$24.17	\$37.06	\$50.34	24
Personnel Analyst	\$27.40	\$18.82	\$26.84	\$37.50	12
Personnel Director	\$37.05	\$21.98	\$35.80	\$59.88	19
Planner	\$28.56	\$13.15	\$28.17	\$50.76	34
Planner Assistant	\$18.33	\$0.00	\$18.65	\$27.40	11
Plans Examiner	\$29.12	\$18.96	\$28.21	\$47.34	12
Public Health Nurse Manager	\$29.75	\$19.23	\$28.97	\$40.57	30
Public Health or EH Director	\$38.27	\$23.52	\$35.10	\$63.07	13
Public Health Personal Care Provider	\$12.85	\$8.00	\$10.20	\$31.40	119
R&B Equipment Operator (all levels)	\$20.78	\$11.87	\$20.10	\$30.61	499
R&B Foreman/Crew Leader	\$27.32	\$14.64	\$27.45	\$43.00	91
R&B Maintenance Worker	\$16.66	\$10.00	\$16.13	\$26.42	52
Recreation Specialist	\$23.19	\$19.63	\$23.19	\$26.74	2
Recreation Worker	\$15.51	\$11.33	\$16.28	\$18.17	4
Senior Center Van Driver	\$12.40	\$10.20	\$10.70	\$16.64	17
Transportation Inspector	\$29.69	\$20.24	\$32.18	\$35.93	7
Undersheriff Administration	\$32.69	\$15.38	\$33.16	\$69.93	47
Undersheriff Patrol	\$35.00	\$23.33	\$35.65	\$48.18	39
Vehicle Mechanic	\$23.52	\$14.48	\$22.86	\$34.39	70
Weed Pest Control Assistant	\$21.90	\$13.80	\$21.43	\$28.84	7
Weed Pest Control Supervision	\$27.27	\$17.87	\$27.16	\$42.66	14

Average Wage by County Revenue Group

In general, wages have been slightly higher for the higher revenue counties.

Benchmark Job Title	01-Under \$10M	02-\$10M - \$50M	03-\$50M-\$100M	04-Over \$100M
Accountant	\$19.86	\$31.47	\$27.72	\$31.66
Accounting Technician	\$17.15	\$20.03	\$20.79	\$24.64
Administrative Assistant	\$14.53	\$17.23	\$20.32	\$19.69
Administrative Supervisor	\$18.21	\$26.25	\$28.00	\$28.64
Appraisal or Property Records Technician	\$13.52	\$20.37	\$24.64	\$24.09
Appraiser (Personal Property)		\$22.00	\$22.72	\$25.27
Appraiser (Real Property)	\$26.78	\$21.46	\$24.92	\$24.45
Assistant County Clerk	\$13.39	\$16.77	\$18.43	\$18.08
Bailing Foreman		\$25.61	\$30.72	
Benefits Technician	\$21.23	\$22.88	\$21.43	\$34.06
Building Inspector	\$16.66	\$28.58	\$29.22	\$30.90
Captain	\$21.15	\$36.23	\$48.73	\$45.92
Chief County Engineer		\$46.69	\$58.99	\$50.76
Chief or Deputy Assessor	\$16.20	\$26.70	\$41.35	\$44.93
Chief or Deputy County Clerk	\$15.98	\$25.58	\$32.12	\$36.37
Civil/Water/Traffic Engineer	\$15.00	\$42.93	\$36.67	\$42.33
Communications Dispatcher	\$14.37	\$21.13	\$26.14	\$23.71
Computer Systems Operator		\$22.61	\$30.60	\$32.24
Computer Systems Programmer	\$20.47	\$26.87	\$43.82	\$39.12
County Attorney	\$39.09	\$51.23	\$83.88	\$53.87
County Manager	\$32.08	\$58.54	\$75.68	
Degreed Professional	\$22.25	\$28.15	\$29.97	\$33.21
Department Manager	\$24.42	\$39.25	\$49.52	\$59.05
Deputy Patrol	\$16.14	\$23.88	\$26.40	\$28.14
Detention Manager	\$16.64	\$24.95	\$32.56	\$48.59
Detention Officer	\$12.16	\$19.06	\$22.01	\$24.38
DHS Case Manager	\$22.05	\$23.31	\$33.29	\$35.23
DHS Caseworker (all levels)	\$20.33	\$21.14	\$23.92	\$24.97
DHS Intake Technician	\$15.69	\$17.25	\$18.08	\$18.61
Emergency Medical Technician	\$13.08	\$14.61	\$17.05	
Engineering Technician (all levels)		\$30.35	\$22.14	\$27.30
Finance Analyst	\$34.11	\$38.46	\$30.15	\$95.89
Geographic Information Systems Specialist		\$30.71	\$30.20	\$34.70
Grant Contract Program Manager	\$16.21	\$22.75	\$24.84	
Investigator or Sergeant	\$18.32	\$26.45	\$31.99	\$37.54
Landfill Operator	\$14.58	\$18.50	\$23.75	
Legal Assistant	\$13.74	\$22.55	\$25.32	\$25.41
Maintenance Mechanic	\$13.03	\$17.88	\$18.83	\$26.39
Manager, Coordinator Emergency Medical Services	\$18.51	\$38.23	\$52.68	
Mapper/Cartographer	\$20.56	\$21.37	\$31.45	\$23.23

Benchmark Job Title	01-Under \$10M	02-\$10M - \$50M	03-\$50M-\$100M	04-Over \$100M
Networked Systems Administrator	\$35.61	\$35.77	\$38.25	\$49.02
Personnel Analyst	\$25.64	\$27.36	\$28.45	\$26.55
Personnel Director	\$23.81	\$36.37	\$51.13	\$53.79
Planner	\$21.59	\$27.20	\$31.38	\$35.00
Planner Assistant	\$15.82	\$17.73	\$21.53	\$25.46
Plans Examiner	\$18.96	\$29.67	\$30.72	\$31.61
Public Health Nurse Manager	\$20.43	\$29.21	\$37.66	\$48.67
Public Health or EH Director	\$28.70	\$38.90	\$55.23	\$92.35
Public Health Personal Care Provider	\$10.98	\$16.68		\$27.86
R&B Equipment Operator (all levels)	\$17.35	\$20.66	\$23.77	\$22.27
R&B Foreman/Crew Leader	\$22.23	\$27.68	\$31.76	\$28.94
R&B Maintenance Worker	\$12.76	\$17.98		\$17.11
Recreation Specialist		\$26.74	\$19.63	\$22.72
Recreation Worker	\$11.33	\$16.91		\$21.92
Senior Center Van Driver	\$10.53	\$12.17	\$16.63	
Transportation Inspector	\$20.24	\$32.33	\$29.13	\$43.73
Undersheriff Administration	\$20.03	\$35.31	\$43.64	\$52.62
Undersheriff Patrol	\$24.69	\$34.93	\$35.45	\$52.77
Vehicle Mechanic	\$22.01	\$23.55	\$23.62	\$20.86
Weed Pest Control Assistant		\$21.67	\$22.20	\$25.56
Weed Pest Control Supervision	\$19.71	\$26.08	\$33.79	\$45.04

Chart-Average Wage by County Revenue Group

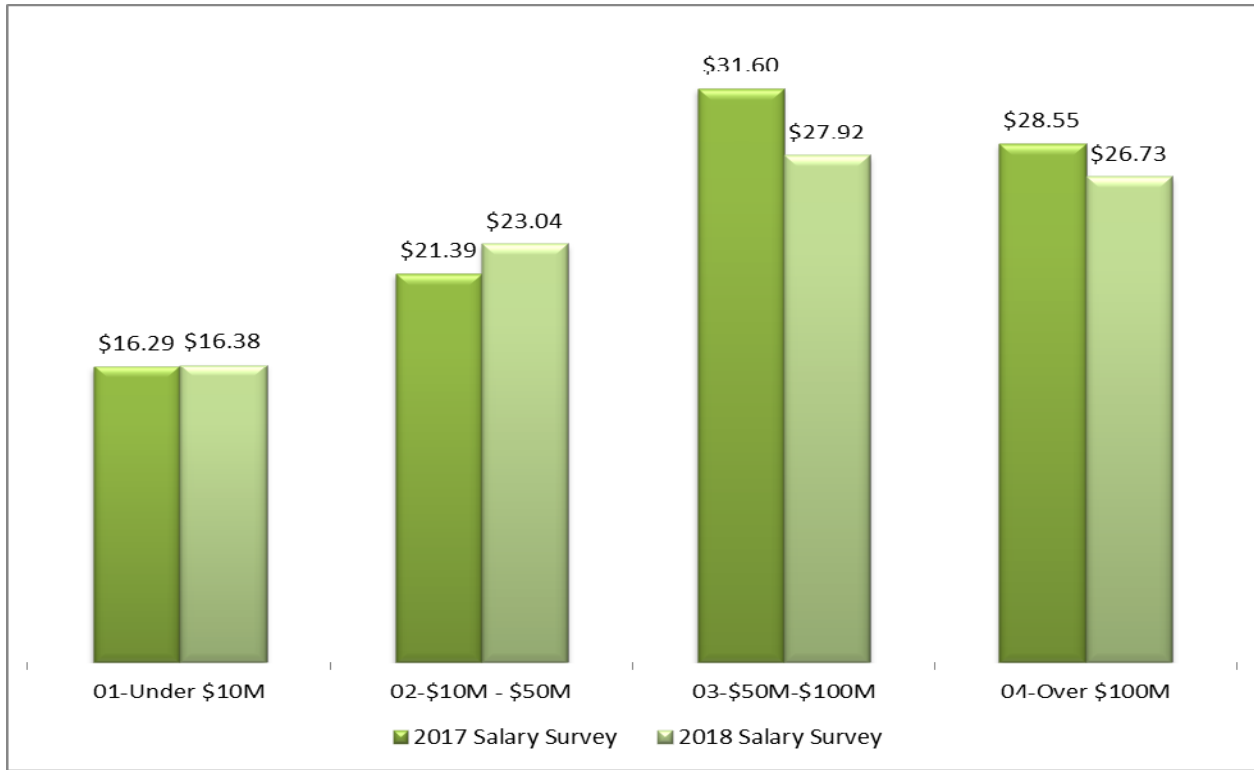


Chart-Median Wage by County Revenue Group

