



**County Technical Services, Inc.
2016 County Salary Survey**

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Executive Summary

Aside from employment, the most important indicator of economic well-being is wages. Despite falling unemployment, one of the conundrums facing the current labor market is flat real or inflation-adjusted wages. Over the past decade, wages have more or less kept pace with inflation, but they haven't increased.

Moreover, Colorado's economy continues to grow at a slower pace in the face of several headwinds, including a contraction in the oil and gas industry and a tight labor market. Employment gains slowed for much of 2015, although unemployment in the state fell consistently and is currently at its lowest level since 2001 at 2.9%. Weak global growth is also serving to moderate economic expansion at the national and state level.

By the initial estimate of the Bureau of Economic Analysis, the economy had grown only 0.5% in the opening quarter of 2016. That sluggish growth was underlined by the March personal spending number. The Commerce Department noted just a 0.1% rise in consumer spending in the year's third month; consumer incomes did grow by 0.4%, however. So, continuing a recent trend, Americans saved more of what they earned. Retail sales fell 0.3% in March; core retail purchases were up 0.2%.

Consumer prices rose just 0.1% in March, with the core Consumer Price Index making the same small advance as the headline CPI. (Inversely, both the headline and core Producer Price Index declined 0.1% for March.) The core CPI was up 2.2% on an annualized basis.

Unemployment Rate in Colorado Remains Low

According to the Economist, America's unemployment rate in April 2015 was at a low of 5.4%. That number has decreased to 5% in April 2016, while the number of unemployed has remained at 8 million. Among the unemployed, 2.2 million or 27.6 % have been jobless for 27 weeks or more.

For Colorado, the unemployment rate is a low 2.9%. It was 4% at this time last year.

The GDP and Non-Farm Payroll Jobs

The real gross domestic product (GDP) has been on a long term slowing trend with expectations for growth remaining at below 3%.

Colorado's nonfarm payroll jobs are up 71,000 positions from where they were a year ago, with the average hourly wage increasing from \$26.81 to \$27.35.

Labor Force Participation

The labor force participation rate is currently at 62.7%. The labor force participation rate is the ratio of the labor force against its demographic cohort. In other words, it's similar to the employment-to-population ratio the federal government uses, but it takes demographics into account.

To put the change in the labor force participation rate into perspective, consider that roughly half of the gains attributed to women entering the labor force starting in the 1960s have been lost. This is one of the biggest reasons the economy remains below par. Yes, baby boomers are retiring, but the millennial generation is larger and employers are having trouble replacing the baby boomers.

The Employment Cost Index

The Employment Cost Index (ECI) matched expectations and increased by 0.6% in the fourth quarter. The ECI is now 2% higher than a year ago, hence still quite modest. The quarter-on-quarter annualized change in private sector wages was just 0.4%. Total wages and salaries rose by 0.6% and benefits by 0.7%. Total wages and salaries for the private sector are again 2.1% higher, while benefits are up just 1.3%.

By sector, information technology continues to report surprisingly weak compensation changes. It is surprising because this is one area that continues to see strong demand for highly skilled employees.

This index remains the best measure of compensation costs as it adjusts for industry shifts in employment (e.g., hamburger flippers becoming investment bankers and vice versa), which if not adjusted for (as is the case with the average hourly earnings measure), can often skew the data, particularly at major economic turning points such as today. This report is also useful in that it breaks down the benefits and wages and salary components of compensation. Whereas the benefits component has been a key driver of compensation cost increase in recent years, these are now rising well below gains in the wages component. Overall, this report points to further progress, but again, there seemingly would be no great hurry to increase interest rates to head off a wage-driven inflation spiral.

Medical Costs

Meanwhile, healthcare cost inflation increased from 2.6% last year to 3.0% this year. The latest annual wage inflation data are closer to 2.3%, so wage inflation might be accelerating. That being said, politicians are proposing policies such as mandatory paid family leave and mandatory paid sick days. These sorts of policies add costs to labor without delivering more value to the employer, which will inhibit wage inflation.

In 2015, health care cost trends continued to accelerate at rates higher than inflation. The “Health Care Act” passed by Congress in 2010 continues to impact estimated costs for future years. The utilization component of drug trends continues to be higher for generic drugs than for brand drugs. The projected 2016 trend for managed care and pharmacy benefits is expected to be 10% to 18% higher. Enrollment in high deductible health plans tripled since 2009.

Based on the above projections and historical results, corporations are continuing to make adjustments in health care plans to cope with increasing cost trends. Some of these adjustments include increasing co-pays, higher deductibles, and switching providers searching for lower cost options. An alternative approach is utilization management. This focuses on the employee and helps them live a healthier lifestyle and be wiser health care consumers. Education and wellness programs are the key component of this strategy.

The County Health Pool continues to put health care consumerism to the test with wellness and health education programs aimed at improving outcomes, thereby lowering health care costs.

Participation in the 2016 CTSI County Wage Survey

A total of 29 counties participated in the 2016 survey: Alamosa, Archuleta, Bent, Clear Creek, Conejos, Crowley, Custer, Delta, Dolores, Fremont, Gilpin, Grand, Huerfano, Kiowa, Logan, Montezuma, Montrose, Morgan, Ouray, Prowers, Pueblo, Rio Blanco, Routt, Saguache, Sedgwick, Summit, Teller, Weld, and Yuma.

County Benefit Changes Reported

None of the counties reporting on benefits for 2015 made changes to contributions or apportionment. This reflects the similar stabilization of costs for the year-to-year data reported by the United States Bureau of Labor Statistics to the current date (May 1, 2015).

Conclusion

A review of the average wage by benchmark job title shows a slight increase over last year's salary survey. This trend is consistent with results seen in Colorado employment where over the past decade, wages have more or less kept pace with inflation, but they haven't increased. Counties should keep this data in mind when setting wages for their employees.

2016 Reported Wages by Benchmark Job Titles

Benchmark Job Title	Average	Minimum	Median	Maximum	Count
Accountant	\$29.13	\$15.48	\$27.14	\$66.60	34
Accounting Technician	\$19.86	\$11.83	\$18.89	\$40.72	73
Administrative Assistant	\$16.19	\$2.22	\$16.15	\$30.37	401
Administrative Supervisor	\$24.57	\$10.00	\$24.78	\$64.62	134
Appraisal or Property Records Technician	\$19.40	\$11.43	\$17.94	\$38.26	38
Appraiser (Personal Property)	\$19.06	\$13.93	\$18.36	\$29.50	13
Appraiser (Real Property)	\$22.41	\$12.89	\$21.82	\$35.77	61
Assistant County Clerk	\$16.13	\$9.50	\$16.15	\$23.56	130
Bailing Foreman	\$22.43	\$13.60	\$22.81	\$30.68	6
Benefits Technician	\$24.14	\$14.78	\$21.06	\$41.62	18
Building Inspector	\$27.08	\$10.00	\$27.14	\$43.77	34
Captain	\$34.98	\$19.32	\$33.21	\$55.98	39
Chief County Engineer	\$45.38	\$34.84	\$46.42	\$52.05	10
Chief or Deputy Assessor	\$23.28	\$13.56	\$22.66	\$46.15	36
Chief or Deputy County Clerk	\$21.37	\$12.22	\$20.20	\$38.36	43
Civil/Water/Traffic Engineer	\$32.20	\$12.45	\$35.90	\$43.29	7
Communications Dispatcher	\$19.57	\$10.68	\$21.18	\$36.10	243
Computer Systems Operator	\$25.06	\$15.38	\$23.69	\$49.44	25
Computer Systems Programmer	\$34.94	\$14.42	\$38.28	\$53.18	24
County Attorney	\$45.24	\$9.02	\$45.95	\$93.55	33
County Manager	\$44.75	\$17.54	\$46.53	\$82.99	22
Degreed Professional	\$30.52	\$12.72	\$28.92	\$53.80	41
Department Manager	\$38.65	\$8.91	\$38.13	\$158.60	168
Deputy Patrol	\$23.14	\$10.14	\$22.92	\$35.98	386
Detention Manager	\$27.82	\$13.46	\$21.76	\$51.49	25
Detention Officer	\$19.64	\$9.25	\$18.86	\$34.37	626
DHS Case Manager	\$28.16	\$11.98	\$27.22	\$60.57	119
DHS Caseworker (all levels)	\$22.32	\$9.52	\$21.51	\$37.16	529
DHS Intake Technician	\$16.68	\$7.38	\$16.13	\$30.68	318
Emergency Medical Technician	\$14.60	\$7.56	\$15.01	\$27.77	97
Engineering Technician (all levels)	\$27.91	\$20.23	\$26.08	\$58.81	19
Finance Analyst	\$33.70	\$13.35	\$33.91	\$93.55	17
Geographic Information Systems Specialist	\$28.31	\$17.89	\$28.77	\$40.82	20

Benchmark Job Title	Average	Minimum	Median	Maximum	Count
Grant Contract Program Manager	\$21.82	\$12.36	\$20.16	\$34.58	4
Investigator or Sergeant	\$28.81	\$11.34	\$27.18	\$48.52	173
Landfill Operator	\$17.20	\$8.50	\$16.73	\$27.84	46
Legal Assistant	\$22.56	\$13.68	\$22.18	\$31.72	18
Maintenance Mechanic	\$17.67	\$8.75	\$16.52	\$34.37	130
Manager, Coordinator Emergency Medical Services	\$24.36	\$12.00	\$19.13	\$44.44	15
Mapper/Cartographer	\$20.15	\$11.33	\$20.84	\$25.90	15
Networked Systems Administrator	\$39.44	\$22.46	\$39.10	\$60.57	33
Personnel Analyst	\$25.11	\$19.12	\$25.07	\$31.15	10
Personnel Director	\$34.43	\$20.35	\$31.19	\$61.17	16
Planner	\$28.47	\$10.00	\$27.26	\$42.87	31
Planner Assistant	\$18.25	\$9.24	\$17.48	\$32.40	19
Plans Examiner	\$27.76	\$19.02	\$26.56	\$45.06	12
Public Health Nurse Manager	\$27.54	\$9.78	\$27.18	\$53.03	48
Public Health or EH Director	\$40.77	\$17.95	\$35.88	\$107.45	17
Public Health Personal Care Provider	\$17.49	\$8.00	\$12.47	\$67.52	114
R&B Equipment Operator (all levels)	\$19.06	\$7.45	\$18.60	\$28.06	585
R&B Foreman/Crew Leader	\$26.09	\$15.70	\$25.68	\$37.90	115
R&B Maintenance Worker	\$16.12	\$10.00	\$15.39	\$24.48	70
Recreation Specialist	\$20.50	\$9.37	\$20.46	\$38.66	6
Recreation Worker	\$12.11	\$11.94	\$12.11	\$12.28	2
Senior Center Van Driver	\$11.79	\$8.35	\$11.25	\$21.26	33
Transportation Inspector	\$31.35	\$23.55	\$30.43	\$52.78	8
Undersheriff Administration	\$33.56	\$13.62	\$32.60	\$61.35	23
Undersheriff Patrol	\$30.39	\$17.58	\$28.54	\$62.11	17
Vehicle Mechanic	\$21.25	\$14.94	\$20.89	\$29.10	58
Weed Pest Control Assistant	\$18.92	\$12.00	\$17.01	\$27.44	16
Weed Pest Control Supervision	\$27.62	\$16.64	\$27.28	\$43.94	10

Average Wage by County Revenue Group

In past years, the wages have been generally or slightly higher for the higher revenue counties.

Benchmark Job Title	01-Under \$10M	02-\$10M - \$50M	03-\$50M-\$100M	04-Over \$100M
Accountant	\$27.74	\$29.87	\$29.37	\$28.47
Accounting Technician	\$16.96	\$19.87	\$19.73	\$21.54
Administrative Assistant	\$14.20	\$15.82	\$24.84	\$18.99
Administrative Supervisor	\$21.24	\$24.03	\$33.40	\$27.04
Appraisal or Property Records Technician	\$14.23	\$17.55		\$24.00
Appraiser (Personal Property)	\$18.93	\$17.20		\$21.70
Appraiser (Real Property)	\$19.26	\$20.10	\$31.34	\$24.99
Assistant County Clerk	\$13.78	\$15.53	\$19.25	\$17.50
Bailing Foreman	\$13.60	\$22.22	\$27.15	
Benefits Technician	\$18.29	\$20.68		\$32.67
Building Inspector	\$19.65	\$26.33	\$30.72	\$30.23
Captain	\$25.74	\$31.13	\$49.23	\$44.14
Chief County Engineer	\$48.45	\$38.27	\$46.09	\$48.88
Chief or Deputy Assessor	\$18.36	\$24.03	\$37.16	\$43.63
Chief or Deputy County Clerk	\$17.21	\$23.69	\$32.56	\$34.37
Civil/Water/Traffic Engineer	\$14.42	\$41.68		\$38.72
Communications Dispatcher	\$14.29	\$20.32	\$22.09	\$22.90
Computer Systems Operator	\$23.39	\$19.71	\$23.05	\$28.64
Computer Systems Programmer	\$22.76	\$25.22	\$42.86	\$39.29
County Attorney	\$28.73	\$48.84	\$54.82	\$60.47
County Manager	\$30.71	\$52.08	\$82.99	
Degreed Professional	\$21.74	\$27.14		\$31.64
Department Manager	\$25.36	\$36.98	\$46.65	\$60.49
Deputy Patrol	\$16.92	\$22.18	\$28.88	\$27.36
Detention Manager	\$19.40	\$23.41		\$47.14
Detention Officer	\$13.78	\$17.95		\$23.21
DHS Case Manager	\$21.41	\$25.27	\$17.79	\$34.37
DHS Caseworker (all levels)	\$19.12	\$19.61	\$28.76	\$24.35
DHS Intake Technician	\$16.54	\$16.17		\$17.25
Emergency Medical Technician	\$12.13	\$15.35	\$23.23	
Engineering Technician (all levels)		\$22.46	\$23.77	\$29.28

Benchmark Job Title	01-Under \$10M	02-\$10M - \$50M	03-\$50M-\$100M	04-Over \$100M
Finance Analyst	\$17.67	\$37.33		\$93.55
Geographic Information Systems Specialist	\$22.70	\$27.41		\$30.84
Grant Contract Program Manager	\$17.56	\$34.58		
Investigator or Sergeant	\$19.46	\$25.78	\$38.32	\$38.92
Landfill Operator	\$14.78	\$16.41	\$22.80	
Legal Assistant	\$20.80	\$22.25	\$24.99	\$23.10
Maintenance Mechanic	\$15.97	\$15.46	\$21.43	\$24.63
Manager, Coordinator Emergency Medical Services	\$17.37	\$36.82	\$44.44	
Mapper/Cartographer	\$16.88	\$20.15		\$22.02
Networked Systems Administrator	\$35.28	\$33.36	\$35.97	\$47.56
Personnel Analyst		\$23.73	\$25.92	\$25.38
Personnel Director	\$27.67	\$35.04	\$21.45	\$51.72
Planner	\$20.25	\$28.35	\$32.70	\$32.66
Planner Assistant	\$14.71	\$17.82		\$28.16
Plans Examiner	\$25.45	\$26.79		\$31.13
Public Health Nurse Manager	\$23.62	\$28.13	\$33.79	\$47.53
Public Health or EH Director	\$29.80	\$37.91	\$49.14	\$89.04
Public Health Personal Care Provider	\$10.00	\$23.11	\$47.42	\$27.53
R&B Equipment Operator (all levels)	\$16.39	\$18.93	\$26.68	\$21.72
R&B Foreman/Crew Leader	\$20.96	\$26.77	\$31.16	\$28.22
R&B Maintenance Worker	\$13.27	\$17.35		\$16.94
Recreation Specialist	\$10.97	\$29.04		\$21.51
Recreation Worker	\$12.11			
Senior Center Van Driver	\$12.52	\$10.32		
Transportation Inspector	\$23.55	\$28.05	\$30.70	\$42.19
Undersheriff Administration	\$25.11	\$35.39	\$61.35	\$49.48
Undersheriff Patrol	\$20.67	\$35.20		\$52.42
Vehicle Mechanic	\$22.75	\$21.11		\$19.49
Weed Pest Control Assistant	\$14.72	\$19.34		\$20.59
Weed Pest Control Supervision	\$24.01	\$26.71		\$43.94

Chart-Average Wage by County Revenue Group

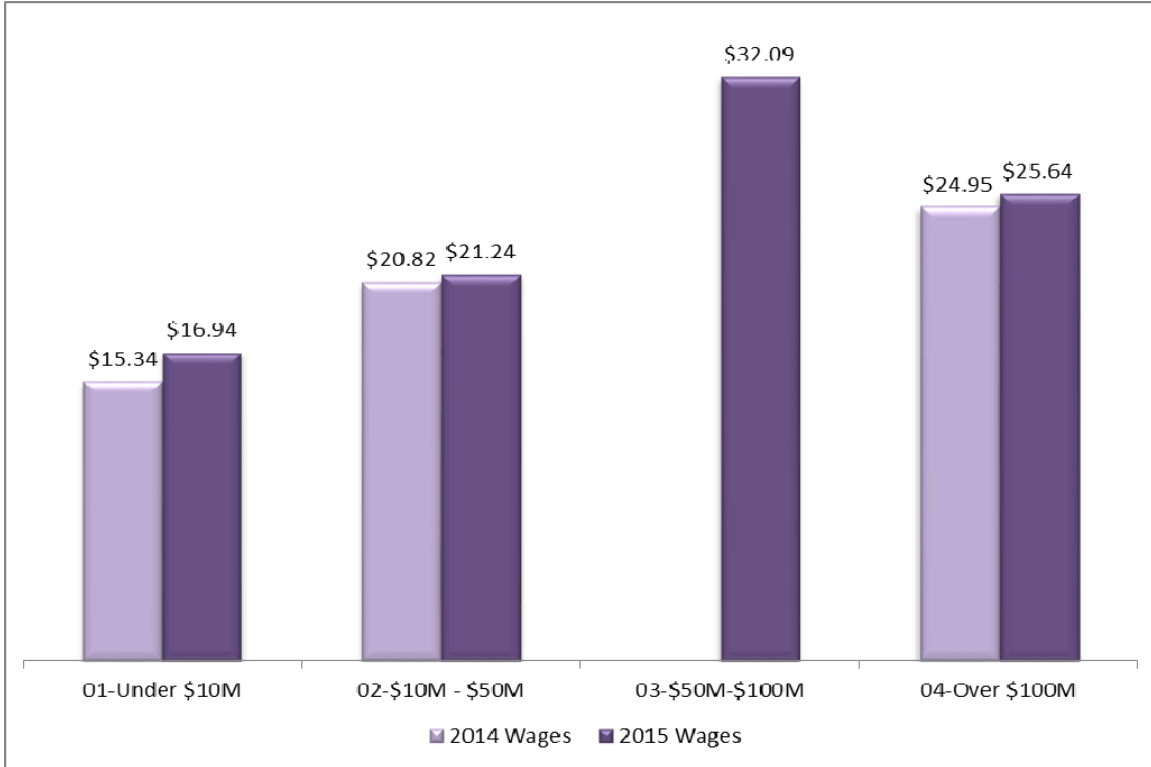


Chart-Median Wage by County Revenue Group

