



**County Technical Services, Inc.  
2017 County Salary Survey**

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## **Executive Summary**

It is clear that the United States has recovered from the last recession; consumers are on a more stable footing in the areas of employment and inflation. However, in Colorado, agricultural economies continue to struggle with weak commodity prices and reduced incomes. Regional economies outside the Front Range have a smaller concentration of industries that are generating the most growth, professional and business services, information technology, and finance. Economic growth in Colorado is expected to be only modestly higher than last year, due to the tight labor market and tight housing market.

Consumer spending increased 2.1% in the fourth quarter of 2016 to \$11.7 trillion. The Bureau of Economic Analysis reports consumer spending at an annualized rate so it can compare it to economic output, measured by gross domestic product.

Two-thirds of consumer spending is on services, such as housing and healthcare. Nearly one-quarter is spent on non-durable goods, such as clothing and groceries. The rest is spent on durable goods, such as automobiles and appliances.

### **Unemployment Rate in Colorado Remains Low**

According to the Wall Street Journal, America's unemployment rate in May of 2017 was 4.3%. That number in April 2017 was 4.4%. Total unemployment was at 6.9 million.

For Colorado, the unemployment rate is a low 2.3%. It was 2.9% at this time last year.

### **The GDP and Non-Farm Payroll Jobs**

The real gross domestic product (GDP) has increased to 1.2% in the first quarter of 2017. Nonfarm payroll jobs number 138,000 positions nationwide with 2,631,500 in Colorado.

### **Labor Force Participation**

Colorado's labor force, the number of people working or looking for work, has undergone significant change over the last several decades. Driven, in large part, by the changing age distribution of Colorado, growth rates of the labor force are expected to slow significantly over the coming years compared to historical growth. We are currently nearing the middle of a decade during which Colorado's older population will rapidly become a larger share of its total population. In the long run, the trend of growth in the labor force for Colorado will reflect the aging of the post-World War II baby boomers as well as the migrants that have and will continue to relocate to Colorado for jobs. The labor force of the future will look considerably different from today's labor force. The labor force will be much larger in number, it will be older, and it will include a larger share of females. Additionally, the labor force will be smaller relative to the total population it supports. Impacts include increased competition for the pool of skilled workers available, the potential slowing of housing development, and downward pressure on income.

### **The Employment Cost Index**

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.

Read more:

[http://www.investorwords.com/5544/Employment\\_Cost\\_Index.html#ixzz4kU3aFFcn](http://www.investorwords.com/5544/Employment_Cost_Index.html#ixzz4kU3aFFcn)

### **Medical Costs**

Meanwhile, the increase in health plan costs still outpaces general inflation which remains below 2%. The national industry healthcare costs for 2017 were approximately 6%. The premium costs for public exchanges increased approximately 10% to 11%, twice the amount that large employers had projected.

In 2017, health care cost trends continued to accelerate at twice the rate of inflation and general wage increases. The Health Care Act passed by Congress in 2010 continues to impact costs for 2017 and future years. However, the current top cost drivers are pharmaceuticals, with a higher cost associated with specialty pharmacy benefits, high cost claimants, and overall medical inflation. The projected 2018 trend for managed care is approximately 7% and pharmacy benefits are expected to increase in double digits at approximately 18%. Enrollment in high deductible health plans tripled since 2009 and more employers are beginning to offer consumer driven high deductible health plans as the only benefit plan option in an effort to help offset increasing costs.

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 in search of lower cost options. An alternative approach is utilization, disease, and pharmacy management techniques. This focuses on the employee and helps them live a healthier lifestyle and be wiser health care consumers. Education and wellness programs key components 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 2017 CTSI County Wage Survey**

A total of 26 counties participated in the 2017 survey: Alamosa, Clear Creek, Conejos, Crowley, Custer, Delta, Fremont, Grand, Gunnison, Hinsdale, Kiowa, Logan, Montrose, Morgan, Ouray, Prowers, Pueblo, Rio Blanco, Routt, Saguache, San Juan, Summit, Teller, Washington, Weld, and Yuma.

### **County Benefit Changes Reported**

None of the counties reporting on benefits for 2017 made changes to contributions or apportionment.

### **Conclusion**

A review of the average wage by benchmark job title shows a slight increase in some areas 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.

## 2017 Reported Wages by Benchmark Job Titles

Benchmark Job Title	Average	Minimum	Median	Maximum	Count
Accountant	\$30.64	\$16.83	\$28.18	\$66.00	28
Accounting Technician	\$19.86	\$11.98	\$19.09	\$50.75	87
Administrative Assistant	\$17.33	\$9.58	\$17.16	\$31.13	307
Administrative Supervisor	\$26.08	\$13.47	\$25.97	\$65.90	97
Appraisal or Property Records Technician	\$20.22	\$10.26	\$18.70	\$39.22	48
Appraiser (Personal Property)	\$20.82	\$15.12	\$19.35	\$31.14	11
Appraiser (Real Property)	\$23.04	\$14.25	\$22.48	\$34.64	54
Assistant County Clerk	\$16.72	\$10.16	\$16.64	\$28.98	126
Bailing Foreman	\$24.10	\$16.97	\$25.28	\$31.49	6
Benefits Technician	\$25.65	\$13.81	\$23.22	\$42.66	17
Building Inspector	\$26.75	\$12.00	\$27.18	\$43.77	31
Captain	\$36.61	\$19.41	\$39.44	\$57.38	26
Chief County Engineer	\$46.21	\$34.84	\$48.02	\$52.99	8
Chief or Deputy Assessor	\$23.47	\$12.31	\$23.07	\$47.31	35
Chief or Deputy County Clerk	\$21.99	\$10.12	\$21.68	\$39.22	37
Civil/Water/Traffic Engineer	\$33.01	\$12.33	\$40.56	\$45.71	6
Communications Dispatcher	\$20.96	\$12.00	\$21.71	\$37.01	187
Computer Systems Operator	\$26.99	\$16.37	\$26.58	\$52.20	23
Computer Systems Programmer	\$35.80	\$16.33	\$39.82	\$53.18	27
County Attorney	\$48.33	\$11.65	\$48.46	\$91.79	28
County Manager	\$49.61	\$17.79	\$49.56	\$80.59	18
Degreed Professional	\$31.87	\$16.92	\$30.52	\$55.14	40
Department Manager	\$40.24	\$8.91	\$40.26	\$89.01	165
Deputy Patrol	\$24.07	\$10.10	\$25.05	\$35.98	288
Detention Manager	\$28.57	\$15.00	\$22.20	\$52.77	23
Detention Officer	\$20.48	\$8.55	\$18.90	\$35.23	454
DHS Case Manager	\$26.85	\$11.79	\$25.67	\$62.09	134
DHS Caseworker (all levels)	\$22.98	\$11.50	\$22.05	\$40.26	431
DHS Intake Technician	\$17.21	\$9.67	\$15.94	\$36.61	182
Emergency Medical Technician	\$14.28	\$9.30	\$14.34	\$24.64	108
Engineering Technician (all levels)	\$26.97	\$22.46	\$26.73	\$31.92	14
Finance Analyst	\$42.19	\$23.72	\$36.53	\$95.89	10
Geographic Information Systems Specialist	\$30.96	\$19.36	\$31.09	\$41.84	14
Grant Contract Program Manager	\$26.13	\$15.50	\$26.28	\$34.58	8
Investigator or Sergeant	\$29.47	\$14.37	\$29.39	\$49.73	183
Landfill Operator	\$17.42	\$10.93	\$16.52	\$27.84	36
Legal Assistant	\$23.68	\$13.68	\$24.23	\$36.88	24
Maintenance Mechanic	\$17.78	\$9.03	\$15.90	\$40.82	109
Manager, Coordinator Emergency Medical Services	\$27.60	\$13.46	\$26.61	\$45.77	20
Mapper/Cartographer	\$21.97	\$16.83	\$22.23	\$26.55	11
Networked Systems Administrator	\$39.93	\$20.19	\$39.60	\$63.95	33
Personnel Analyst	\$25.62	\$19.12	\$26.08	\$29.80	8
Personnel Director	\$33.19	\$19.51	\$28.60	\$62.70	15
Planner	\$31.40	\$14.23	\$31.03	\$43.96	22

Benchmark Job Title	Average	Minimum	Median	Maximum	Count
Planner Assistant	\$19.67	\$12.28	\$17.71	\$33.21	13
Plans Examiner	\$28.32	\$18.57	\$27.29	\$45.96	10
Public Health Nurse Manager	\$31.02	\$13.99	\$28.13	\$57.10	47
Public Health or EH Director	\$38.97	\$17.95	\$32.46	\$110.14	21
Public Health Personal Care Provider	\$14.02	\$8.00	\$9.30	\$93.00	137
R&B Equipment Operator (all levels)	\$19.93	\$10.61	\$19.21	\$29.15	498
R&B Foreman/Crew Leader	\$27.50	\$15.95	\$27.92	\$38.85	107
R&B Maintenance Worker	\$15.65	\$11.00	\$15.00	\$25.22	85
Recreation Specialist	\$22.72	\$22.72	\$22.72	\$22.72	2
Recreation Worker	\$21.10	\$17.82	\$19.88	\$25.39	5
Senior Center Van Driver	\$12.45	\$9.31	\$12.49	\$16.37	11
Transportation Inspector	\$32.20	\$17.58	\$31.68	\$54.10	8
Undersheriff Administration	\$35.50	\$17.83	\$33.71	\$58.91	18
Undersheriff Patrol	\$33.65	\$20.16	\$30.67	\$60.00	14
Vehicle Mechanic	\$22.32	\$14.45	\$21.17	\$31.96	48
Weed Pest Control Assistant	\$21.44	\$15.31	\$20.11	\$31.15	10
Weed Pest Control Supervision	\$30.66	\$26.05	\$28.18	\$45.04	7

## Average Wage by County Revenue Group

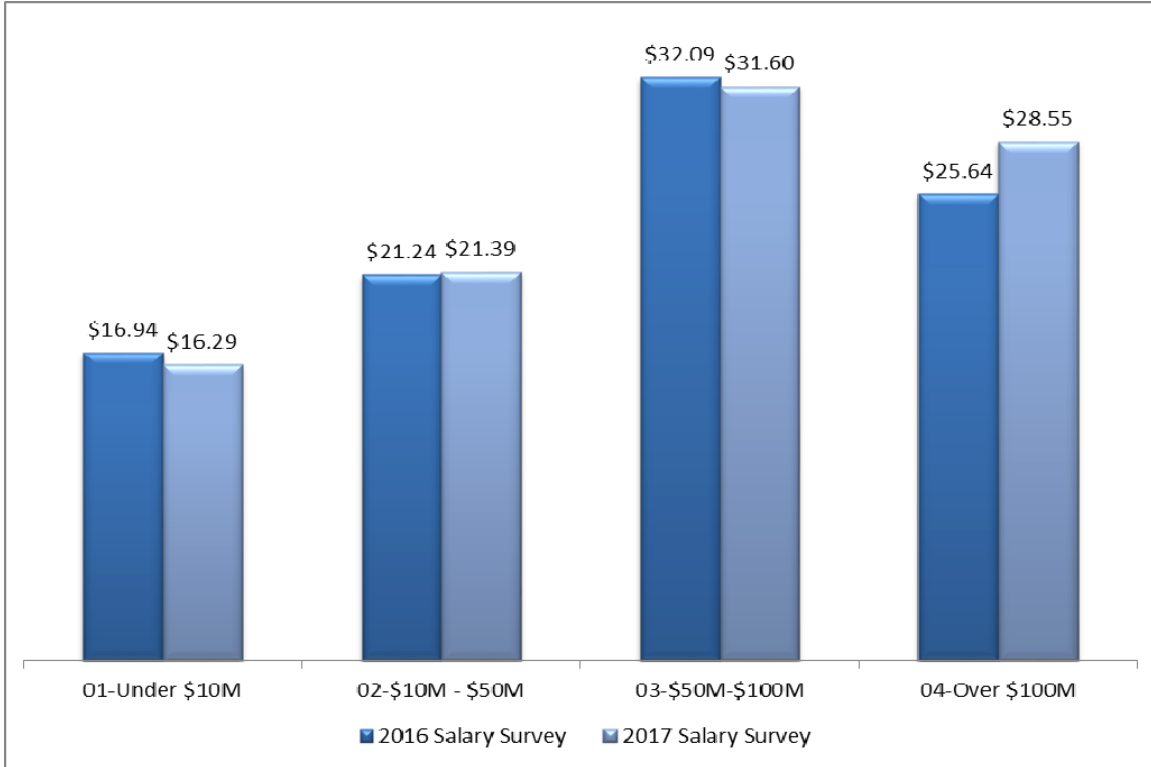
In past years, the wages have been generally or slightly higher for the higher revenue counties.

Benchmark Job Title	01-Under \$10M	02-\$10M - \$50M	03-\$50M-\$100M	04-Over \$100M
Accountant	\$36.19	\$29.56	\$30.25	\$31.46
Accounting Technician	\$15.04	\$19.08	\$20.21	\$24.52
Administrative Assistant	\$14.90	\$16.44	\$23.56	\$19.72
Administrative Supervisor	\$16.86	\$25.47	\$33.31	\$28.67
Appraisal or Property Records Technician	\$13.53	\$18.85		\$24.68
Appraiser (Personal Property)		\$19.97		\$22.31
Appraiser (Real Property)	\$18.44	\$20.95	\$31.46	\$25.97
Assistant County Clerk	\$13.03	\$15.95	\$19.47	\$18.08
Bailing Foreman	\$16.97	\$23.69	\$28.27	
Benefits Technician	\$19.87	\$21.51		\$34.06
Building Inspector	\$16.52	\$26.12	\$27.86	\$30.90
Captain		\$29.80	\$52.23	\$44.49
Chief County Engineer		\$41.68	\$46.09	\$49.64
Chief or Deputy Assessor	\$17.39	\$23.18	\$37.16	\$44.51
Chief or Deputy County Clerk	\$15.67	\$23.10	\$38.27	\$35.90
Civil/Water/Traffic Engineer	\$14.69	\$41.68		\$42.33
Communications Dispatcher	\$12.67	\$18.73	\$22.91	\$23.65
Computer Systems Operator		\$23.24	\$23.74	\$29.80
Computer Systems Programmer	\$24.81	\$26.84	\$43.60	\$38.95
County Attorney	\$30.91	\$50.07	\$56.09	\$55.78
County Manager	\$31.58	\$59.30	\$79.04	
Degreed Professional	\$26.27	\$28.03		\$33.21
Department Manager	\$23.11	\$38.05	\$47.44	\$57.43
Deputy Patrol	\$16.99	\$22.20	\$26.97	\$30.67
Detention Manager	\$16.39	\$26.18		\$48.91
Detention Officer	\$11.95	\$18.07		\$27.78
DHS Case Manager	\$21.09	\$22.03	\$18.79	\$36.15
DHS Caseworker (all levels)	\$17.24	\$20.04	\$27.76	\$25.68
DHS Intake Technician	\$15.19	\$16.44		\$22.41
Emergency Medical Technician	\$13.04	\$14.69	\$24.64	
Engineering Technician (all levels)		\$24.74	\$25.22	\$27.30
Finance Analyst	\$35.70	\$36.29		\$95.89
Geographic Information Systems Specialist		\$28.88		\$34.70
Grant Contract Program Manager	\$17.65	\$28.96		
Investigator or Sergeant	\$18.07	\$25.77	\$36.69	\$37.07
Landfill Operator	\$13.41	\$16.37	\$23.33	
Legal Assistant	\$15.36	\$23.85	\$28.32	\$23.87
Maintenance Mechanic	\$14.19	\$15.93	\$22.35	\$26.18
Manager, Coordinator Emergency Medical Services	\$21.75	\$28.40	\$45.77	
Mapper/Cartographer	\$19.96	\$20.58		\$23.23

Benchmark Job Title	01-Under \$10M	02-\$10M - \$50M	03-\$50M-\$100M	04-Over \$100M
Networked Systems Administrator	\$27.35	\$33.00	\$37.25	\$48.92
Personnel Analyst	\$25.25	\$24.46	\$26.70	\$26.03
Personnel Director	\$26.93	\$32.89	\$19.51	\$62.70
Planner	\$23.89	\$30.21	\$32.15	\$37.17
Planner Assistant	\$19.41	\$17.69		\$28.87
Plans Examiner	\$18.57	\$28.77		\$31.61
Public Health Nurse Manager	\$26.16	\$28.27	\$34.90	\$48.67
Public Health or EH Director	\$28.19	\$37.78	\$34.35	\$92.35
Public Health Personal Care Provider	\$11.16	\$11.96		\$27.86
R&B Equipment Operator (all levels)	\$16.53	\$19.24	\$26.59	\$23.40
R&B Foreman/Crew Leader	\$22.78	\$26.98	\$31.49	\$30.16
R&B Maintenance Worker	\$12.50	\$15.92		\$19.54
Recreation Specialist				\$22.72
Recreation Worker		\$17.82		\$21.92
Senior Center Van Driver	\$9.44	\$13.59		
Transportation Inspector	\$17.58	\$30.23	\$31.62	\$43.73
Undersheriff Administration	\$27.20	\$35.72	\$58.91	\$51.08
Undersheriff Patrol	\$23.33	\$34.21		\$52.05
Vehicle Mechanic	\$24.00	\$22.17		
Weed Pest Control Assistant	\$16.00	\$21.60		\$25.56
Weed Pest Control Supervision	\$28.18	\$28.28		\$45.04



**Chart-Average Wage by County Revenue Group**



**Chart-Median Wage by County Revenue Group**

