



County Technical Services, Inc.
2022 County Salary Survey

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Executive Summary

While the pandemic may be approaching an end, the “post” pandemic impacts are being felt throughout the economy as a result of the lockdowns and many businesses forced to close their doors.

In second quarter of 2022, the U.S. inflation rate reached 8.6 percent, the highest level in 40 years. This has added to putting pressure on employers to raise wages to keep the pace.

In addition to high inflation, the economy has been hit with disruptions in global supply chain, disruptions to global commodity prices associated with Ukraine, rising wages associated with labor market tightness, and new COVID-19 lockdowns in China. Not to mention, the Federal Reserve is tightening monetary policy to bring the federal fund rate to a neutral position.

In addition to the aforementioned, employers are widely expected to face a continued war for talent that will force larger wages and enrich benefits amid falling unemployment. Employers will need to provide flexible working environments to attract and retain talent.

The COVID-19 pandemic still impacts the economy. New variants are all but certain, according to public health officials, and reports of them have already emerged. How those variants will play out is unknown, although many economists do not think they will trigger catastrophic lockdowns in 2022, thanks to vaccines and experience running businesses amid outbreaks.

Inflation, rising energy prices, and geopolitical instability are impacting wages and organizations’ abilities to attract and retain talent. It is imperative for employers to provide flexible working environments to attract and retain talent. *SHRM website*

Unemployment Rate Decreasing

According to the Bureau of Labor Statistics as of May 2022, unemployed workers make up 3.5% of Colorado’s population of eligible workers, with information, finance, insurance, and construction having the largest number of unemployed. Colorado’s unemployment rate marks the lowest level since it was 2.8 percent in February 2020. Colorado’s labor force grew by 15,400 in May to 3,240,700. The national unemployment rate was 3.6 percent in May, unchanged from the prior two months. *CDLE website*

The GDP

Gross Domestic Product (GDP) is a monetary measure of the value of all final goods and services produced in a period. The current GDP growth rate decreased by 1.5%. In other words, the U.S. economy declined at a rate of 1.5% in the first quarter of 2022.

The Employment Cost Index

The Employment Cost Index (ECI) measures the cost of labor and can reveal whether the increased cost of labor is justified or not. Published by the Bureau of Labor Statistics, at [bls.gov](https://www.bls.gov), it details the growth of total employment compensation.

The Bureau's March news release reported that compensation costs for civilian workers increased 1.4% for the 3-month period ending March 2022. Wages and salaries for these workers increased 1.2% and benefit costs increased 1.8%. The compensation costs for state and local government workers increased 1.1% for the 3-month period ending March 2022. Wages and salaries for these workers increased 0.9 % and benefit costs increased 1.5%. [bls.org](https://www.bls.org)

Forecasted Economy

ColoradoCast forecasts that economic growth will slow considerably in the fourth quarter of 2022. Due to the strong economic recovery after the COVID shutdown, the Colorado economy is projected to remain above pre-pandemic levels. However, the state economy, like other state and national economies, is affected by the headwinds from continued supply chain disruptions, the war in Ukraine and multiple impacts of inflation. "The Colorado economy is not immune from the stressors facing all the economies. Hopefully the underlying strength of the local economy can assist Colorado in avoiding a recession, but warning signs are beginning to emerge." *Dr. Phyllis Resnick, Director of the Colorado Futures Center*

Participation in the 2022 CTSI County Wage Survey

A total of thirty-seven counties participated in the 2022 survey: Alamosa, Archuleta, Baca, Chaffee, Clear Creek, Conejos, Crowley, Custer, Delta, Dolores, Elbert, Fremont, Gilpin, Grand, Gunnison, Hinsdale, Kiowa, Kit Carson, Lincoln, Logan, Mineral, Montrose, Ouray, Park, Phillips, Prowers, Rio Blanco, Rio Grande, Routt, Saguache, San Miguel, Sedgwick, Summit, Teller, Washington, Weld, and Yuma.

Vacation and Sick Leave

Thirty-seven counties provided information on their vacation and sick leave. 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	10	10	10	10	10	11
Minimum	0	0	0	0	0	0
Maximum	15	15	15	15	18	21

	Earned after years of service					
Sick Days-Others	less than 2	2	5	10	15	20+
Average	10	10	10	10	10	11
Minimum	0	0	0	0	0	0
Maximum	15	15	15	15	18	21

	Earned after years of service					
Vacation Days-Management	less than 2	2	5	10	15	20+
Average	12	12	15	18	21	22
Minimum	5	7	7	10	10	10
Maximum	22	23	27	30	57	57

	Earned after years of service					
Vacation Days-Others	less than 2	2	5	10	15	20+
Average	12	12	15	18	21	22
Minimum	5	7	7	10	10	10
Maximum	22	23	27	30	57	57

Medical Costs

Segal’s 2022 Health Plan Cost Trend Survey indicates that health plan cost trends continue to increase between 5-7% each year. In addition, 93 percent of organizations indicated that they offer telemedicine or telehealth as a benefit to their workers, up 20% since 2019. Many private employers are reportedly passing the increased cost of health insurance on to workers; the result being that salary increases are offset by the increased costs an employee must pay for health care. That trend is tempered in local government, where many of the counties absorb some or all of employees’ health care costs. In addition, COVID-19 continues to impact plans through increased utilization and spending due to deferred care in 2020 and 2021, expanded telehealth resources, and mental health and substance abuse health issues.

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

Distribution of Cost of Health Insurance	
Employer Pays 100%	24%
Employer Pays 80% - 99%	53%
Employer Pays 25% - 79%	23%

Conclusion

Although the end of the pandemic might finally be in sight, government employment has not fully returned to pre-pandemic levels. Government employers, similar to most employers, are expected to face intense competition for talent that will force an increase in wages and more attractive benefits. County commissioners will continue to be challenged to budget for compensation levels that account for experience and parity in this current job market.

2022 Reported Wages by Benchmark Job Titles

Benchmark Job Title	Average	Minimum	Maximum	Count
Accountant	\$34.36	\$15.38	\$63.89	46
Accounting Technician	\$23.57	\$15.79	\$40.03	67
Administrative Assistant	\$21.10	\$12.56	\$41.64	416
Administrative Supervisor	\$34.68	\$15.40	\$83.07	190
Appraisal or Property Records Technician	\$22.78	\$15.50	\$49.70	32
Appraiser (Personal Property)	\$25.85	\$15.50	\$46.91	24
Appraiser (Real Property)	\$27.41	\$12.85	\$75.00	68
Assistant County Clerk	\$21.25	\$14.70	\$43.38	143
Bailing Foreman	\$23.63	\$18.00	\$28.95	4
Benefits Technician	\$28.03	\$19.50	\$40.39	22
Building Inspector	\$30.74	\$17.50	\$55.00	50
Captain	\$42.52	\$22.53	\$81.45	35
Chief County Engineer	\$53.93	\$33.36	\$77.87	12
Chief or Deputy Assessor	\$28.91	\$14.56	\$51.19	37
Chief or Deputy County Clerk	\$26.48	\$16.32	\$57.10	60
Civil/Water/Traffic Engineer	\$41.48	\$32.71	\$53.50	7
Communications Dispatcher	\$26.99	\$12.56	\$42.65	154
Computer Systems Operator	\$32.66	\$12.56	\$59.32	36
Computer Systems Programmer	\$45.87	\$17.31	\$63.89	23
County Attorney	\$60.59	\$25.00	\$200.00	41
County Manager	\$52.89	\$21.63	\$104.94	33
Degreed Professional	\$36.05	\$22.36	\$100.00	57
Department Manager	\$44.88	\$15.31	\$108.97	222
Deputy Patrol	\$28.54	\$12.56	\$60.84	393
Detention Manager	\$37.00	\$17.64	\$66.49	36
Detention Officer	\$28.45	\$12.64	\$44.82	510
DHS Case Manager	\$26.41	\$14.41	\$62.66	91
DHS Caseworker (all levels)	\$28.11	\$12.56	\$42.91	344
DHS Intake Technician	\$22.09	\$14.83	\$32.79	302
Emergency Medical Technician	\$17.93	\$12.56	\$41.64	98
Engineering Technician (all levels)	\$28.19	\$23.81	\$38.49	23
Finance Analyst	\$37.19	\$19.08	\$53.53	17
Geographic Information Systems Specialist	\$35.76	\$20.05	\$50.91	18
Grant Contract Program Manager	\$24.60	\$16.34	\$34.39	7
Investigator or Sergeant	\$38.05	\$18.51	\$60.85	199
Landfill Operator	\$20.64	\$12.56	\$34.66	54
Legal Assistant	\$28.89	\$17.97	\$40.59	46
Maintenance Mechanic	\$21.20	\$12.56	\$42.24	141
Manager, Coordinator Emergency Medical Services	\$26.89	\$14.68	\$50.87	22
Mapper/Cartographer	\$24.60	\$15.00	\$33.69	13
Networked Systems Administrator	\$47.64	\$26.30	\$69.12	34
Personnel Analyst	\$27.61	\$18.00	\$40.55	10
Personnel Director	\$41.39	\$23.21	\$70.46	19
Planner	\$33.67	\$16.22	\$52.46	45

Benchmark Job Title	Average	Minimum	Maximum	Count
Planner Assistant	\$22.98	\$16.65	\$30.46	14
Plans Examiner	\$31.64	\$20.79	\$53.16	17
Public Health Nurse Manager	\$33.49	\$18.63	\$68.49	46
Public Health or EH Director	\$45.18	\$26.44	\$87.68	26
Public Health Personal Care Provider	\$22.36	\$12.94	\$62.02	197
R&B Equipment Operator (all levels)	\$23.61	\$15.90	\$35.75	553
R&B Foreman/Crew Leader	\$30.84	\$18.58	\$46.84	149
R&B Maintenance Worker	\$19.31	\$13.84	\$35.60	86
Recreation Specialist	\$28.14	\$24.33	\$32.02	6
Recreation Worker	\$19.78	\$12.94	\$27.28	13
Senior Center Van Driver	\$14.44	\$12.56	\$17.18	17
Transportation Inspector	\$31.38	\$20.29	\$45.70	8
Undersheriff Administration	\$38.90	\$16.76	\$77.89	25
Undersheriff Patrol	\$38.70	\$20.03	\$85.11	30
Vehicle Mechanic	\$27.02	\$16.00	\$41.61	73
Weed Pest Control Assistant	\$23.25	\$13.00	\$44.93	12
Weed Pest Control Supervision	\$31.76	\$20.31	\$72.32	18

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	\$28.07	\$33.13	\$38.08	\$41.50
Accounting Technician	\$18.18	\$22.73	\$27.07	\$26.81
Administrative Assistant	\$18.52	\$20.04	\$21.37	\$23.88
Administrative Supervisor	\$21.04	\$30.16	\$33.44	\$39.90
Appraisal or Property Records Technician	\$17.31	\$19.85	\$26.74	\$38.75
Appraiser (Personal Property)	\$20.41	\$24.43	\$21.98	\$28.95
Appraiser (Real Property)	\$17.62	\$26.63	\$27.02	\$30.57
Assistant County Clerk	\$17.02	\$21.69	\$19.54	\$21.78
Bailing Foreman	\$21.82	\$23.48		\$25.76
Benefits Technician	\$23.82	\$26.56	\$29.06	\$32.47
Building Inspector	\$28.81	\$28.83	\$33.90	\$34.85
Captain	\$29.32	\$36.13	\$42.27	\$67.40
Chief County Engineer		\$45.31	\$49.70	\$61.81
Chief or Deputy Assessor	\$20.73	\$29.57	\$35.56	\$49.65
Chief or Deputy County Clerk	\$19.93	\$27.61	\$35.66	\$36.96
Civil/Water/Traffic Engineer		\$33.68		\$42.78
Communications Dispatcher	\$17.93	\$25.72		\$30.50
Computer Systems Operator	\$13.46	\$24.93		\$39.02
Computer Systems Programmer	\$17.31	\$34.02		\$50.09
County Attorney	\$38.46	\$63.18	\$43.00	\$63.48
County Manager	\$30.46	\$56.33	\$75.48	\$104.94
Degreed Professional	\$31.00	\$38.48	\$27.31	\$35.53
Department Manager	\$25.59	\$40.76	\$57.19	\$61.93
Deputy Patrol	\$20.96	\$26.36	\$28.70	\$39.36
Detention Manager	\$21.27	\$31.81	\$41.86	\$63.06
Detention Officer	\$17.75	\$23.93	\$22.81	\$36.87
DHS Case Manager	\$27.05	\$26.01	\$30.33	\$32.29
DHS Caseworker (all levels)	\$20.62	\$25.50	\$23.63	\$31.73
DHS Intake Technician	\$19.16	\$20.50	\$18.16	\$24.70
Emergency Medical Technician	\$14.69	\$19.36		
Engineering Technician (all levels)		\$25.83	\$36.20	\$28.14
Finance Analyst	\$30.11	\$36.53		\$51.77
Geographic Information Systems Specialist	\$20.05	\$34.41	\$35.11	\$40.73
Grant Contract Program Manager	\$22.11	\$23.13	\$34.39	
Investigator or Sergeant	\$23.30	\$33.66	\$31.83	\$49.91
Landfill Operator	\$16.77	\$20.50		\$26.14
Legal Assistant	\$17.97	\$29.01	\$27.40	\$29.27
Maintenance Mechanic	\$16.85	\$19.98	\$22.64	\$27.32
Manager, Coordinator Emergency Medical Services	\$21.59	\$32.20		
Mapper/Cartographer	\$19.24	\$22.10	\$23.79	\$28.50
Networked Systems Administrator	\$26.30	\$42.60	\$47.30	\$53.36
Personnel Analyst	\$27.40	\$26.24	\$24.74	\$34.03

Benchmark Job Title	01-Under \$10M	02-\$10M - \$50M	03-\$50M-\$100M	04-Over \$100M
Personnel Director	\$25.31	\$41.79	\$54.24	\$48.27
Planner	\$22.87	\$31.58	\$32.45	\$40.74
Planner Assistant	\$17.50	\$20.94	\$24.08	\$26.71
Plans Examiner	\$24.05	\$30.42		\$35.87
Public Health Nurse Manager	\$30.17	\$32.25	\$38.28	\$51.32
Public Health or EH Director	\$32.12	\$44.63	\$48.17	\$81.30
Public Health Personal Care Provider	\$15.17	\$20.63		\$30.78
R&B Equipment Operator (all levels)	\$20.19	\$23.19	\$22.74	\$26.95
R&B Foreman/Crew Leader	\$24.77	\$30.06	\$33.84	\$34.69
R&B Maintenance Worker	\$18.95	\$19.31		\$20.51
Recreation Specialist		\$29.67		\$25.08
Recreation Worker	\$18.47	\$21.17	\$19.66	
Senior Center Van Driver	\$13.83	\$15.12		
Transportation Inspector	\$25.28	\$27.12	\$34.40	\$41.45
Undersheriff Administration	\$26.30	\$39.58	\$50.79	\$77.89
Undersheriff Patrol	\$25.49	\$38.19		\$72.93
Vehicle Mechanic	\$26.01	\$26.05	\$27.43	\$30.34
Weed Pest Control Assistant	\$17.23	\$26.86	\$24.45	\$24.49
Weed Pest Control Supervision	\$23.10	\$32.74	\$36.28	\$41.39

Chart-Average Wage by County Revenue Group

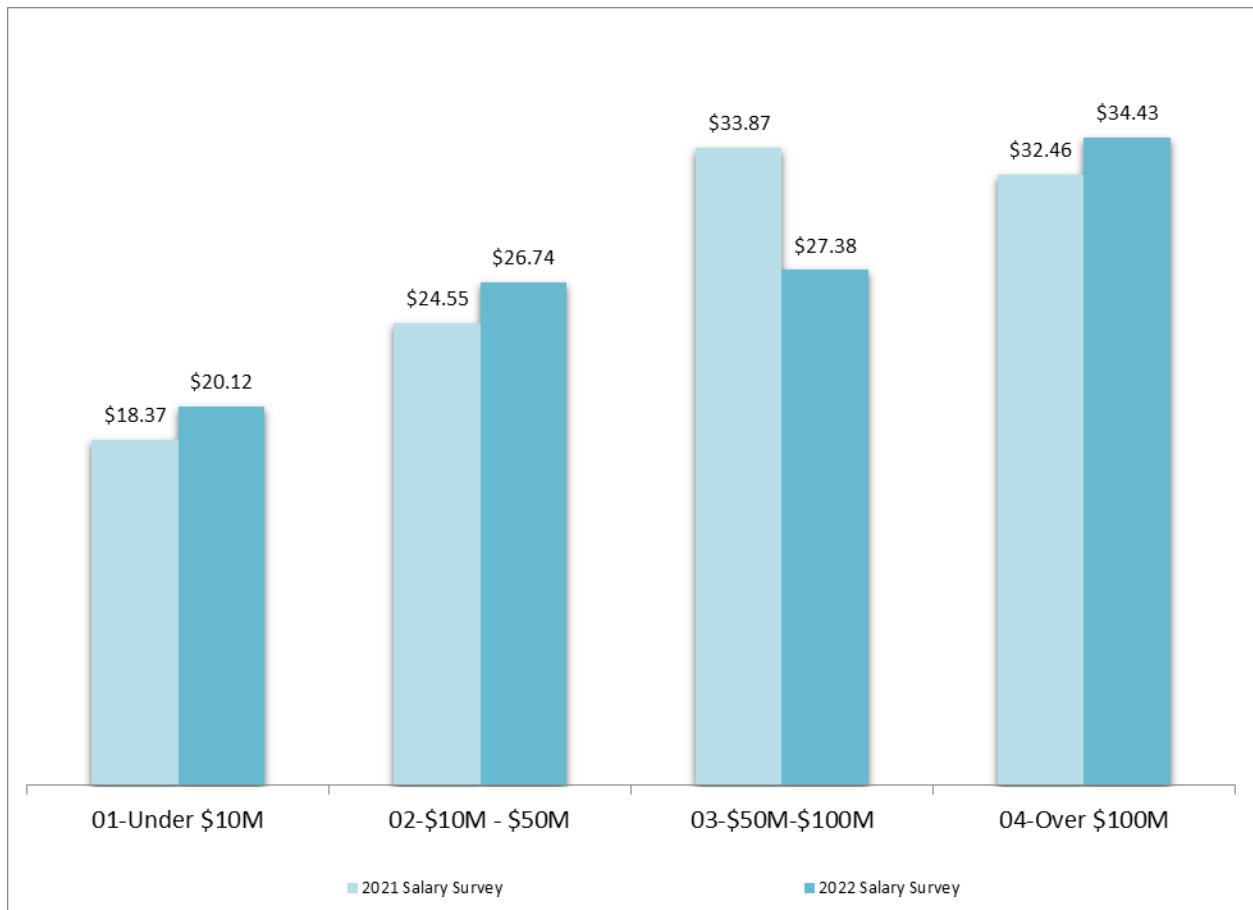


Chart-Median Wage by County Revenue Group

