

County Elected Officials Salary Commission

**Report and Recommendations for the
Second Regular Session of the
69th General Assembly
January 29, 2014**

- In 2005 the General Assembly recognizing their duty to adjust county elected official's compensation from time to time, passed SB05-188 creating the County Elected Officials Salary Commission.
- The Salary Commission is charged to study salaries and job duties of county elected officers and make recommendations for any changes of salaries based on their analysis to the House and Senate local government committees.

Creation and Charge

- 30-3-101: “The salaries for county elected officials should be based upon equitable and proper standards in order that such salaries properly reflect the duties and responsibilities assumed by such officials and that citizens of the highest quality may be attracted to public service”

General Assembly Declaration

Appointed by Speaker of the House

- Robert Fowler, Otero County Coroner
- Susan Good, DHS Category 1 counties
- Dan Corcoran, Eagle County Surveyor
- Bob Campbell, Teller County Treasurer
- Dave Rose, General Public Member
- Joel Judd, General Public Member

Appointed by the Director of the Department of Local Affairs

- Bruce Eisenhauer, DOLA Deputy Director

Appointed by President of The Senate

- Tim Mauck, Clear Creek County Commissioner
- Teak Simonton, Eagle County Clerk and Recorder
- Robert Gurule, Conejos County Sheriff
- Sheryl Coffey, Human Resources Category 2 – 6
- Gordon Pedrow, General Public Member
- Beverly Breakstone, Summit County Assessor

Current Commission Members

- **Per Constitution**
 - Clerk to the Board of County Commissioners
 - Registrar of Deeds
- **Additional Statutory**
 - Agent for Department of Revenue
 - Motor vehicle, mobile home, construction equipment titling and registration
 - Marriage license issuance
 - County Designated Election Official

CLERK AND RECORDER RESPONSIBILITIES

- **Statutory:**
 - Collector of Taxes.
 - Receive and Pay all monies of the County
 - Maintain all Accounts and Record Payments of the County.
 - Apportion payments of all levied Taxes.
 - Maintain all Bank Deposits and may Invest County funds
 - In 54 Counties, assume duties of Public Trustee receiving additional compensation (category II receives \$12,500 annually)

TREASURER RESPONSIBILITIES

- **Statutory:**
 - Keep the peace
 - Keep the jail
 - Transport prisoners
 - Officer of the Courts
 - Court Security
 - Fire Warden
 - Search and Rescue Director
 - Haz Mat Coordination
 - Issue weapon permits

SHERIFF RESPONSIBILITIES

- **Constitutional**
 - Determine Cause and Manner of Death
- **Statutory:**
 - Work with federal and state agencies to
 - Pronounce death
 - Investigate scene
 - Take custody of body
 - Make positive identification
 - Notify next of kin
 - Protect estate of deceased
 - Issue death certificates
 - Conduct inquests

CORONER RESPONSIBILITIES

- **Constitutional:**
- **Additional Statutory:**
 - Discover, list and classify all real and personal property using statistical modelling.
 - Receives, considers and recommends to Board of Equalization all property value appeals and protests from county level to state level

ASSESSOR RESPONSIBILITIES

- **Statutory:**
 - Represent the county in boundary disputes
 - File all surveys, field notes, calculations and maps pertaining to work from the County Commissioners
 - Establish corner monuments in cases of dispute
 - Create and maintain a land survey plat records file and index system

SURVEYOR RESPONSIBILITIES

Smaller County Elected Officials often take on:

- **Human Resource duties**
- **IT duties**
- **Vital Statistics duties**
- **Driver's license services**
- **Payroll duties**

Other Duties Assumed

- Counties have frequently expressed desire to have smaller more regular adjustments than larger, less frequent adjustments (compensation of elected officials can only occur at point of taking office).
- Recommendations have been presented to the Joint Local Government Committee in 2006, 2010, 2011, 2012 and 2013.
- The Last adjustment approved by legislature passed in **2006**. This increased the elected official's salary an average of between **22.71%** to **30.08%** depending on classification.

History

Analysis of the positions of elected officials and the job duties associated with the positions, we find that there are a number of technical and managerial skills these officials must possess; they include:

- Financial management and budgeting
- Systems analysis
- Personnel management
- Administration
- Legal and technical management
- Customer Service
- Public relations

It is important for counties to offer sufficient compensation to attract individuals with these essential skills to their elected positions.

Elected Official's Necessary Skills

Current Salary Schedule	County Commissioners	County Sheriffs	County Treasurers, Assessors, and Clerks	County Coroners	County Surveyors
Category I	\$87,300	\$111,100	\$87,300	\$87,300	\$5,500
Category II	\$72,500	\$87,700	\$72,500	\$44,200	\$4,400
Category III	\$58,500	\$76,000	\$58,500	\$33,100	\$3,300
Category IV	\$49,700	\$66,600	\$49,700	\$22,100	\$2,200
Category V	\$43,800	\$49,100	\$43,800	\$9,900	\$1,100
Category VI	\$39,700	\$46,500	\$39,700	\$9,000	\$1,000

Per 30-2-102 CRS (2007)

Category I
 Adams County
 Arapahoe County
 Boulder County
 Douglas County
 El Paso County
 Jefferson County
 Larimer County
 Pueblo County
 Weld County

Category II
 Eagle County
 Fremont County
 Garfield County
 La Plata County
 Mesa County
 Pitkin County
 Summit County

Category III
 Alamosa County
 Archuleta County
 Chaffee County
 Clear Creek County
 Delta County
 Gilpin County
 Grand County
 Gunnison County
 Las Animas County
 Logan County
 Moffat County
 Montezuma County
 Montrose County
 Morgan County
 Otero County
 Park County
 Rio Blanco County
 Routt County
 San Miguel County
 Teller County

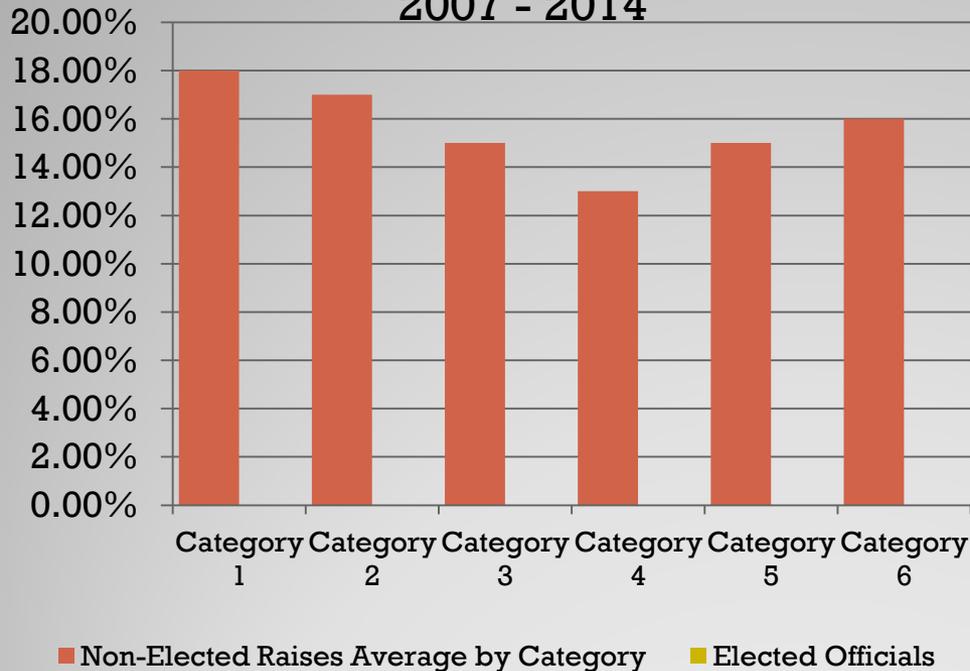
Category IV
 Custer County
 Elbert County
 Huerfano County
 Kit Carson County
 Lake County
 Ouray County
 Prowers County
 Rio Grande County
 Washington County
 Yuma County

Category V
 Baca County
 Bent County
 Cheyenne County
 Conejos County
 Costilla County
 Crowley County
 Hinsdale County
 Lincoln County
 Phillips County
 Saguache County
 San Juan County

Category VI
 Dolores County
 Jackson County
 Kiowa County
 Mineral County
 Sedgwick County

Current County Elected Officials Salary Schedule

Salary Adjustments by County 2007 - 2014



Consumer Price Index All Urban Consumers

Original Data Value

Series Id: CUURA433SA0,CUUSA433SA0
 Not Seasonally Adjusted
 Area: Denver-Boulder-Greeley, CO
 Item: All items
 Base Period: 1982-84=100
 Years: 2006 to 2012

Year	Annual	%
2006	197.7	n/a
2007	202.029	2.19%
2008	209.903	3.90%
2009	208.548	-0.65%
2010	212.447	1.87%
2011	220.288	3.69%
2012	224.568	1.94%
2013	231.080	2.90%
2014		3.00%
Total		18.84%

*Projected Value (Leg Council)

County Staff Compensation and CPI Growth

- Category 1 average Dept. Head earns 133% of Elected officials(88% reporting)
- Category 2 average Dept. Head earns 132% of Elected officials(83% reporting)
- Category 3 average Dept. Head earns 118% of Elected officials(75% reporting)

Disparities for Clerk, Treasurer, Assessor and Commissioner

Supporting Information

- Average raises given other county employees since 2007 = 18.61%
- Clerk, Assessor, Treasurer, Commissioner elected positions make, on average, 25% less than other management positions.

Sheriff; \$111,100

Police Chief Salary

- **Louisville** **\$141,918**
 - Population = 18,376
- **Westminster** **\$148,380**
 - Population = 106,114
- **Littleton** **\$135,168**
 - Population = 41,737
- **Fort Collins** **\$158,105**
 - Population = 143,986

Classification 1 REALITY

Supporting Information

- Average raises given other county employees during same time period = 16.65%
- Clerk, Assessor, Treasurer and Commissioner elected positions make, on average, 30% less than other management positions.

Sheriff; \$87,700

Police Chief Salary

- Craig \$113,313
 - Population = 9464
- Fort Morgan \$92,313
 - Population = 11,315
- Black Hawk \$127,832
 - Population = 118

Classification 2 REALITY

Supporting Information

- Average raises given other county employees during same time period = 15.11%
- Clerk, Assessor, Treasurer and Commissioner elected positions make, on average, 14% less than county management.

Sheriff; \$76,000

Police Chief Salary

- Telluride \$101,816
 - Population = 2325
- Delta \$101,434
 - Population = 8915
- Steamboat Spgs \$101,171
 - Population = 12,088

Classification 3 REALITY

- Average raises given other county employees during same time period = 10.7%
- Average increase in assessed valuation = 41%

Class 4, 5 and 6

- 20% increase effective January, 2015 for Category 1, 2 and 3
 - 2.5% per year; 2007 – 2014
- 15% increase effective January, 2015 for Category 4, 5 and 6
 - 1.87% per year; 2007 - 2014

Recommendations for Clerk, Treasurer, Assessor, Commissioner, Surveyor and Coroner

- All Categories increase 20% effective January, 2015
- This increase would remain static from January of 2015 through January of 2019

Recommendations for County Sheriffs

● **Category 1 = \$145,000**

Average annual payroll budget = \$100,000,000

Category 2 = \$114,000

Average annual payroll budget = \$20,000,000

Category 3 = \$92,680

Category 4 = \$61,695

Category 5 = \$50,890

Category 6 = \$46,530

Actual Costs per county in class

- Desire to serve public is secondary to financial ability to serve.
- Elected officials are dedicated to providing vital public services.
- Officials consistently tackle challenging problems with expanding services for a changing public.
- Employment demand for professionals to provide leadership, financial management, policy analysis and other such skills has never been stronger.
- Fair pay, with reasonable expectations for adjustments to remain fair, are essential to attracting and retaining quality leaders.
- A growing compensation disparity creates unfavorable situation to attract most qualified replacement candidates.

Public servant justification

- 12 years for some and 16 years for others between any increases to salaries
- Further separation between Elected Officials and other county and private sector employees
- Deterioration of candidate pool to replace term limited, retiring or departing public servants.
- Continued loss of salary base; as CPI increases, elected salaries are worth less; now approaching 20% less than 2007.

Ramifications of no action

- **Broomfield County Clerk/Assessor/Treasurer (Class 2, 55,000 population) earn \$95,000 per year compared to \$72,500 for other Class 2 Clerks**
- **Pitkin County Clerk/Assessor/Treasurer (Class 2, 25,000 population) earn \$85,000 per year, this year increasing to \$95,000**

Home Rule County Comparisons

- Have courage and do the right thing for hardworking County Elected officials.
- Honor these constitutional positions by making their compensation fair and competitive. To not do this diminishes their significance and value.
- These are positions of responsibility. They provide the backbone of county government. Salaries should be competitive with positions of similar scope and responsibility.

Timing

- Senator Hodge sponsor of bill
- Bi-partisan effort to adjust county and state elected officer salaries, effective 2015

Salary Bill