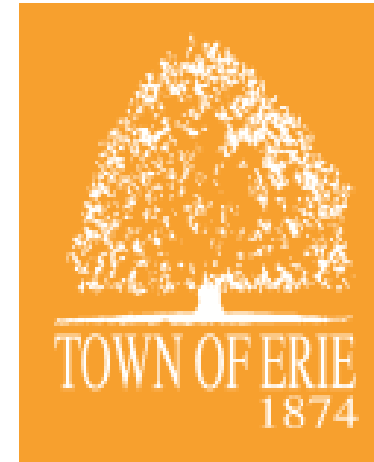

07.29.25



Compensation Study Results
Council Presentation
July 2025



ERIE
COLORADO

SECTION 1

Introduction



About Us

Graves Consulting is a Human Resources consulting firm specializing in the Public Sector. We work with organizations throughout Colorado, Oklahoma, Wyoming and North Dakota on a variety of projects, including compensation, employee retention, organizational culture, leadership development and performance management.

Our Team



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SECTION 2

The Project



Agenda

- Project Intent & Scope
- Pay Structures
- Deliverables
- Recommendations for 2026
- Overview of Process
- Implementation & Next Steps
- Defined Market

Project Scope & Intent

Scope

- Ensure employees are paid competitively to market
- Allow the Town to continue to recruit and retain top talent
- Maintain internal equity
- Allow for career progression and sustainable wage growth

Intent

- Gather current compensation data from valid survey sources that reflect the Town's labor market
- Provide recommendations to create/revise pay structure(s) based on this data
- Provide recommendations for implementation and ongoing structure maintenance
- Provide additional analysis as appropriate



Project Deliverables

<hr/> <div>Review and analyze current wage structure and classification system</div>	<hr/> <div>Gather current, relevant market data for each position from a defined market from existing survey sources</div>
<hr/> <div>Recommend updates to the Town’s pay structures to keep pace with market</div>	<hr/> <div>Recommend position upgrades and placement for new positions that ensure alignment to market</div>
<hr/>	<hr/>

Process Overview/Data Sources

- Met with HR Team to ensure we understand any positions that have been added or changed throughout the year
- Match Town positions to benchmark positions in the Town's Defined Market from Colorado Municipal League and PayFactors (EC)
- Data pulled represents actual wages being paid to others doing similar work – not just comparing pay ranges
- Scrub the data to ensure alignment to uniqueness of Town's positions
- Slot the few without external benchmarks based on internal relative value



Defined Market

Cities & Towns			Counties
Aurora	Fort Collins	Mead	Adams County
Arvada	Frederick	Northglenn	Boulder County
Boulder	Golden	Parker	Jefferson County
Brighton	Greenwood Village	Superior	Weld County
Broomfield	Lafayette	Thornton	
Commerce City	Lakewood	Westminster	
Dacono	Littleton	Wheat Ridge	
Englewood	Longmont	Windsor	
Federal Heights	Louisville		
Firestone	Loveland		

Current Pay Structures

- Three current pay structures:
- General Gov't Structure:
 - 23 pay grades (4-26)
 - 30%-40% wide; 7.50% apart
- Part-Time/Seasonal:
 - 8 pay grades (3-10)
 - 25% wide; 9% apart
- Police Step Plan
 - 6 Officer steps
 - 4 Sergeant steps

SECTION 3

Results



Proposed Pay Structures

-
- General Government
 - No structure changes
 - Increasing structure by 2%
 - Part-Time/Seasonal:
 - No structure changes
 - Increasing structure by 2%
 - Police Step Plan
 - No Structure changes
 - Increasing each step by 6%

Merit Pay Increases

-
- Structure increases covered on the previous slide are Market increases
 - In addition to Market increases, we are recommending a Merit pay increase budget of an additional 3%*
 - This would make a total potential pay increase of 5% for all General Government and Part-Time/Seasonal positions (varies by step for Sworn Police)

**Employees must receive a Capable and Effective or above on their annual performance rating to receive the 3% merit increase*

Position Upgrades

-
- In addition to the Market and Merit increase recommendations, we are also recommending some positions be moved to a higher grade
 - These upgrades are based on market increases for those positions that have outpaced the overall labor market movement

Implementation

-
- These recommendations are all pending Council approval
 - If approved, market increases will be effective 12.14.25, reflected on first paycheck in 2026
 - Merit increases will be effective on the employee's anniversary date in 2026

Questions & Discussion

