

**SUPPLEMENT TO THE FY 2011-2012  
ANNUAL COMPENSATION SURVEY REPORT  
December 2010**

To meet the statutory deadline for publication of the August annual survey report and the Director's recommendations, the most current third-party survey publications listed below and the most recent US Department of Labor's Employment Cost Index (ECI) are not available. As a result, the Department of Personnel & Administration updates the survey analyses in December when the current data become available. This supplement updates the information provided in the *Annual Compensation Report for FY 2011-2012* as follows.

- The Mountain States Employer Council (MSEC) Summer Health Care survey was published in October 2010, and the Central States Compensation Association (CSCA) survey results were made available in October 2010. The MSEC and CSCA surveys provide updated market data to the salary survey analyses, including comparisons of additional benchmark jobs.
- The most current ECI as of September 2010 is 1.53% relative to the March ECI of 1.64% used in the August report, a difference of -0.11%. The ECI is used to age third-party survey salary rates to a common date consistent with the State's fiscal year.

The following tables summarize findings for each of the State's occupational groups and the overall findings. The findings are presented as a percentage difference between the State's salary data figure and market salary data figure. A positive figure indicates the average percentage the State is below the market and a negative figure indicates the average percentage the State is above the market. Findings in the first table below provide overall comparisons of the State's actual salaries in relationship to the median (50<sup>th</sup> percentile) and weighted average salaries in the market.

Comparison of State Actual Salaries to Market Actual Salaries	% Diff. Median Salaries Aug. 2010	% Diff. Wgt. Avg. Salaries Aug. 2010	% Diff. Median Salaries Dec. 2010	% Diff. Wgt. Avg. Salaries Dec. 2010
Enforcement & Protective Services*	0.6%	-3.4%	-1.4%	-7.2%
Health Care Services	8.5%	10.6%	8.0%	9.3%
Labor, Trades & Crafts	4.8%	7.8%	3.7%	5.7%
Administrative Support & Related	13.4%	9.2%	13.4%	9.2%
Professional Services	0.4%	0.8%	0.1%	0.4%
Physical Science & Engineering	-4.1%	-9.5%	-4.2%	-9.7%
<b>Overall Average</b>	<b>3.9%</b>	<b>3.2%</b>	<b>3.1%</b>	<b>1.7%</b>

\*Comparisons of actual salaries for Trooper classes are provided in the following table.

The following table provides comparisons of the State's actual salaries to 99% of the market weighted average salaries for each of the State Patrol Trooper classes surveyed, in accordance with statute.

<b>Comparison of State Actual Salaries to Market Average Salaries</b>	<b>% Difference Weighted Avg. Salaries Aug. 2010</b>	<b>% Difference Weighted Avg. Salaries Dec. 2010</b>
State Patrol Trooper	19.4%	19.6%
State Patrol Supervisor	3.0%	2.9%
State Patrol Administrator I	5.3%	5.2%
State Patrol Administrator II	4.8%	4.6%
<b>Overall Average</b>	<b>15.3%</b>	<b>15.5%</b>

The table below provides overall comparisons of the State's salary range midpoints in relationship to the market average range midpoints.

<b>Comparison of State to Market Salary Range Midpoints</b>	<b>% Difference Salary Range Midpoints August 2010</b>	<b>% Difference Salary Range Midpoints December 2010</b>
Enforcement & Protective Services	-5.8%	-7.7%
Health Care Services	2.5%	2.4%
Labor, Trades & Crafts	3.4%	2.7%
Administrative Support & Related	4.3%	2.5%
Professional Services	0.7%	-0.3%
Physical Science & Engineering	-4.7%	-6.0%
<b>Overall Average</b>	<b>0.7%</b>	<b>-0.6%</b>

The changes found relative to the August findings are consistent with additional and updated survey data and the slight decrease in the percentage change in the ECI. The most notable changes resulting from the updated analyses are in the market weighted average salary and salary range midpoint comparisons in the Enforcement & Protective Services occupational group; the weighted average salary comparison in the Labor, Trades & Crafts occupational group; and, the range midpoint comparison in the Administrative Support & Related occupational group.

As reported in August, findings still indicate that the State is within a competitive position in comparison to the market overall (the State's threshold is  $\pm 7.5\%$  and common standard in the compensation industry is  $\pm 10\%$ ). Also consistent with findings reported in the August survey report, a large share of individual classes fall outside a competitive position, either below or above the market. (See the summary of salary survey findings in the *Annual Compensation Report for FY 2011-2012* located online at: <http://www.colorado.gov/dpa/dhr/TotalComp>.)

There are no updates to the August survey findings on prevailing market employer contributions to premiums for health, dental, and life (HDL) benefit plans.