



Salary & Benefit Information

Compensation Plan

The Board has established guidelines for determining wage compensation. The Board's objective is to administer salary changes fairly and consistently for all types of increases. To meet this objective the Board has provided staff with the following guidelines:

1. Produce a compensation plan, which is consistent with the budget expectations, found in the annual budget.
2. Attract and retain quality employees.
3. Ensure market competitiveness by targeting the level of compensation to be at or slightly above market. This is accomplished by assigning ranges so that the surveyed midpoint falls within a range of 95% to 100% of our midpoint.
4. Ensure consistency by establishing a list of organizations for benchmark position market comparison that will be used consistently over time for each category.
5. Within budget constraints, treat employees fairly.
6. Treat exempt and non-exempt employees comparably.

In addition to providing a format for accomplishing the above objective, the Compensation Plan Guide identifies the following information and organizations are used to compile the compensation package:

1. Mountain States Employers Council (MSEC) is our biggest source of both general and specific information used in the survey, and MSEC's data is compiled based upon information collected from employers in the Denver/Boulder area as of March 1 of each year. Included within the survey are job descriptions used to identify each of the positions for comparative purposes.
2. Appropriate comparative data from other public sector organizations when data is not available for benchmarked positions.
3. These organizations will be used consistently over time for those benchmark positions. Organizations are changed only when the benchmark position is no longer a match, or becomes a MSEC survey benchmark.

Shared Employees

The Metro District utilizes shared employees to provide quality services to the District at lower cost. The Metro District shares employees in the areas of Finance, Public Works, Human Resources, Information Technology, and Community Relations through an Intergovernmental Agreement with Centennial Water and Sanitation District.

Benefits

The Metro District benefit package is reviewed periodically to make sure it is consistent with that offered by other local governments. The page entitled Key Assumptions in the annual budget document shows benefit costs as a % of wages and other pertinent information related to the benefits program.

To provide cost effective benefits the Board has authorized participation in the following:

1. Joint participation in a defined contribution plan with Centennial Water and Sanitation District. The plan is in lieu of participation in social security for regular employees and the contribution is the same 6.2% as would be contributed to social security. Since this plan is intended to be a replacement for social security the plan limits the individual maximum contribution to the social security maximum taxable earnings level each year.
2. A 457 plan that allows for matching of employee contributions by the Metro District. The plan requires all regular employees to participate unless they formally opt out.
3. Medical, dental and vision plans offered through the Special District Association via the Colorado Educational Benefit Trust. Historically this plan has provided premium increases less than might otherwise be anticipated in the market. The plan still identifies no cost sharing for the employee coverage and 20% contribution to the family portion of the monthly premiums.