



History

General William Jackson Palmer founded Colorado Springs in 1871, envisioning a resort community in view of Colorado's famous Pikes Peak. Within seven years, the Antlers Hotel was built; and by 1918, the renowned Broadmoor Hotel was constructed.

Beginning in the late 1800s, Colorado Springs became a natural health destination for tuberculosis patients because of the nearly 300 days of sunshine a year, natural mineral springs, and dry mountain air. Throughout its history, Colorado Springs has been a popular tourist destination due to its surrounding natural beauty and magnificent climate. Some of the more visited sightseeing attractions in and around Colorado Springs include Garden of the Gods, Pikes Peak – America's Mountain, United States Olympic Headquarters and Training Center, Cheyenne Mountain Zoo, United States Air Force Academy, and The Broadmoor Hotel.

Climate¹

- Average # of Days of Sunshine: 300

Geography

Colorado Springs is located at the foot of Pikes Peak, 70 miles south of Denver. With a land area of 195.11 square miles and a 2020 estimated population of 485,946. Colorado Springs is the State's largest city in terms of area and second to Denver in population.

- Elevation: 6,035 feet
- Area in Square Miles: 195 (2017)
- Street Lane Miles²: 5972.75 (2018)
- Parkland Acres: 17,266 (2017)

Demographics³

- Population: 485,946 (2020)
- Population with a Bachelor's Degree or Higher: 38.6%
- Median Age: 34.6
- Average Household Income: \$58,158
- Diversity⁴:
 - White (78.2%)
 - Hispanic or Latino (17.6%)
 - Black/African American (6.4%)
 - American Indian (0.7%)
 - Asian (2.9%)
 - Hawaiian/Pacific Islander (0.3%)
 - Two or more races (5.6%)

¹ Colorado Springs Regional Business Alliance Just the Facts (<https://coloradospringschamberedc.com/>) Quick Facts

² Colorado Springs Cartegraph OMS database

³ Colorado Springs Regional Business Alliance Just the Facts <https://coloradospringschamberedc.com/colorado-springs-how-far-weve-come/> Quick Facts

⁴ U.S. Census Bureau, 2013 – 2017 American Community Survey 5-Year Estimate

Local Economy

The economic base has become quite diversified with a mix of military installations, defense contracting, healthcare, software development, semiconductor manufacturing, telecommunications, data centers, religious and nonprofit associations, and of course, tourism.

Area military installations are a significant factor in the local economy, constituting over 20% of all employment. Five major military installations are in the city: Fort Carson, Schriever and Peterson Air Force Bases, Cheyenne Mountain Air Station, and the United States Air Force Academy.

The spectacular climate makes it a choice location for software development, semiconductor manufacturing, data centers, and telecommunications. The Insurance industry is the second largest employer in the City.

Major Private Sector Employers (Excluding School Districts)⁵

- Advantage Logistics
- Charter Spectrum West Region
- Cherwell Software
- Collins Aerospace
- Compassion International
- DePuy Synthes Companies of J & J
- FedEx Services Corporation
- Kinder Morgan
- Lockheed Martin
- U.S. Olympic and Paralympic Training Center

Sales Tax Rate	Individual Income Tax	City Property Tax Rate
City (3.07%); County (1.23%); State (2.9%); Pikes Peak Rural Transportation Authority (1.0%); Total (8.20%)	State of Colorado is a flat rate of 4.63% of federal taxable income, no city or county income tax.	4.279 mills (2017 mill rate levied for taxes payable in 2018)

Major Attractions

- Cave of the Winds
- Cheyenne Mountain Zoo
- Colorado Springs Pioneers Museum
- Garden of the Gods
- Pikes Peak – America’s Mountain
- Pro Rodeo Hall of Fame & American Cowboy Museum
- United States Air Force Academy
- United States Olympic Headquarters, Training Center, and Museum

Median Home Value⁶

\$349,205

Education

There are five (5) Universities Certified as National Security Agency Centers of Academic Excellence. From liberal arts universities to technical colleges to a national military institution, the Colorado Springs region is loaded with higher education opportunities. Students pursue a broad range of fields of study. Five colleges and universities are certified as Centers of Academic Excellence by the National Security Agency, a testament to the area’s defense and tech reputation. Below is a list of some of the City’s largest colleges and universities.

Colleges and Universities	Additional Institutions
1. Colorado College	6. Colorado Christian University
2. University of Colorado at Colorado Springs	7. Embry-Riddle Aeronautical University
3. United States Air Force Academy	8. University of Phoenix (Online)
4. Pikes Peak Community College	9. Webster University

⁵ Colorado Springs Chamber & EDC <https://coloradospringschamberedc.com/>

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Benefit Programs

- The City offers a wide variety of benefit plans to meet the needs of you and your family.
- Plan information: <https://coloradosprings.gov/human-resources/page/total-rewards?mlid=49571>

Health Insurance

Medical

City offers two self-insured plans, a more traditional (Premier) and a Consumer Driven High Deductible Health Plan with a Health Reimbursement Account (Advantage)

- City contribution is the same in each plan but varies by dependent level of coverage
- Preventive care costs are \$0
- Children are eligible to remain on the plan until age 26

Dental

City offers two self-insured plans through Delta Dental

- City contribution is the same in each plan but varies by dependent level of coverage
- City contribution is 100% on the Standard Plan for employee only coverage

Vision

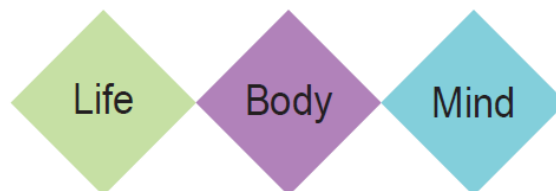
City offers a fully-insured plan through VSP

- Employees pay 100% of the premium

Other Benefits

- City Employee Medical Clinic - \$15 Co-pay (Wellness/Preventive visits \$0)
- Teladoc - \$0 Co-pay (gives you access 24 hours, 7 days a week to a U.S. board certified doctor through the convenience of phone, video or mobile app visits)
- City Employee Pharmacy <http://web-intranet/EmpCenter/Pages/CityClinic.aspx>
 - Reduced co-pays compared to in-network retail pharmacies
 - Home or office delivery available
- Wellness Program – health screens, health assessments and activities to earn incentive
- Long Term Care Insurance – Employee pays 100%
- Short and Long Term Disability – Employee pays 100%
- Flexible Spending Accounts for Health Care and Dependent Day Care
- Vacation Buy Program
- Employee Assistance Program
- Employee Recognition Program
- Educational Assistance
- Alternate work arrangements – Flextime and Telecommuting
- Parking Subsidy (depending on worksite location)
- Reduced bus fares to employees who regularly ride City buses to and from work. This benefit is available only to employees who are not receiving a discounted parking card.

Free parking is always available where you work. However, for your convenience you may decide to park in a city parking facility close to your work. If you park in a designated city garage, the city will pay a portion of your monthly parking fee and you would be responsible for the remaining amount due.



Life Insurance

- City paid coverage equal to 1.5 times annual base salary
- Additional coverage is available at employee's cost

Annual Paid Time off

- **Non-management Vacation** – Accrual starting at 88 hours annually; increases annually after five years of service to a maximum of 168 hours. Regular, probationary, and special employees shall accrue paid vacation for years of continuous employment according to the following schedule:

Years of Continuous Employment	Hours Accrued Biweekly	Hours Accrued Annually	Annual Entitlement (Days)
0-5 Years	3.38	88	11
6th Year	3.69	96	12
7th Year	4.00	104	13
8th Year	4.31	112	14
9th Year	4.62	120	15
10th Year	4.92	128	16
11th Year	5.23	136	17
12th Year	5.54	144	18
13th Year	5.84	152	19
14th Year	6.15	160	20
15th Year +	6.46	168	21

- **Management Vacation**- Accrual of 120 hours annually; increasing 8 hours each year to a maximum of 208 hours

At-Will Years of Continuous Employment	Hours Accrued Annually	Annual Entitlement (Days)
1st Year	120	15
2nd Year	128	16
3rd Year	136	17
4th Year	144	18
5th Year	152	19
6th Year	160	20
7th Year	168	21
8th Year	176	22
9th Year	184	23
10th Year	192	24
11th Year	200	25
12th Year	208	26

Holidays – 12 days per year

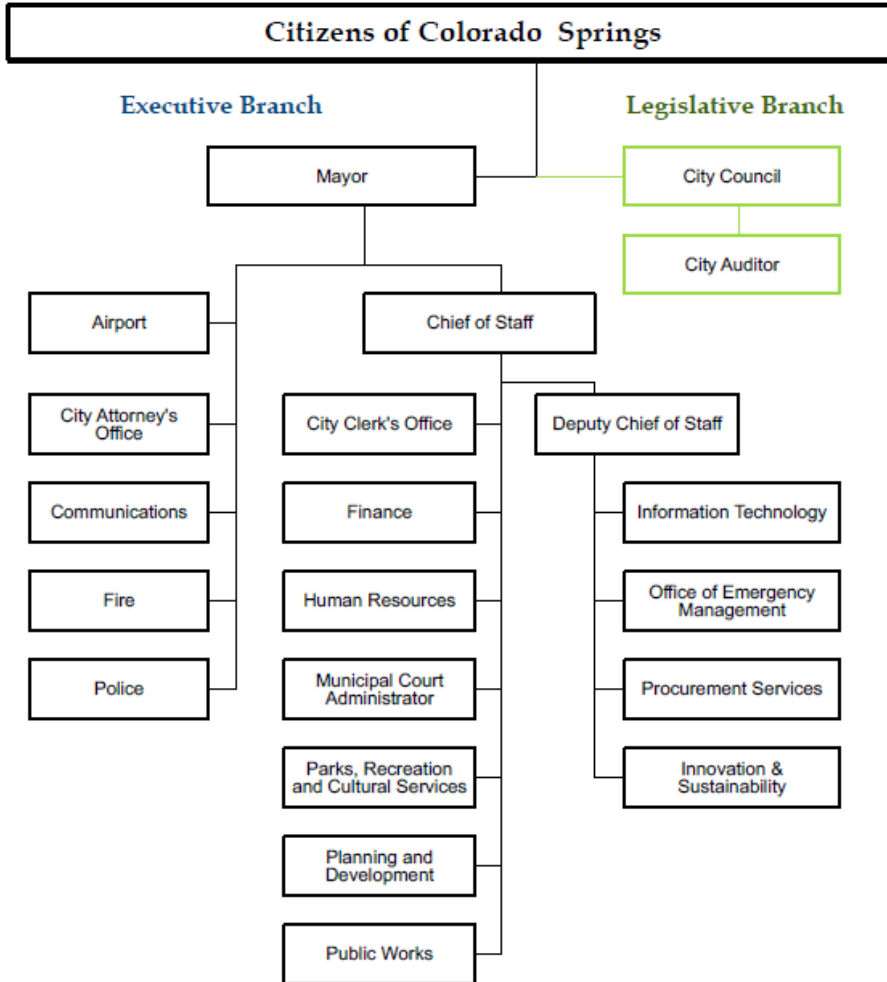
- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day*
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Day

Vacation Buy for full time employees

Benefit eligible employees may purchase up to 40 hours of vacation time pre-tax, based upon their hourly rate of pay effective January 1 of each benefit year. The minimum purchase amount is eight hours for full-time employees. Eligible employees may purchase additional hours in one hour increments up to forty hours maximum.

City Organizational Chart

City Organizational Chart



Form of Government

Mayor-Council

Citizens elected to change the form of City government in November 2010. In the new municipal structure the Mayor is the city government's chief executive and the City Council is its legislative branch. The Mayor is not a member of the City Council, but may participate in City Council meetings.

The Mayor of Colorado Springs represents the City on local, state and national levels. He is authorized to sign legal documents on behalf of the City. In his absence, his duties are performed by the President of the City Council.

The Mayor appoints all department directors except for the City Auditor and the Executive Director of Colorado Springs Utilities, who are appointed by the City Council. The Mayor proposes a City Budget and the Council approves or changes it.

The City Council is Colorado Springs' legislative body. It sets policies, approves budgets, establishes tax rates and passes ordinances and resolutions to govern the city.

The Colorado Springs City Council is made up of nine officials who are elected for four-year terms. Citywide residents elect five councilmembers at-large. Citizens in each of four equally-populated quadrants elect an additional councilmember to represent them. Councilmembers elect a President from among themselves to preside over their meetings, and a President Pro Tempore to fill in when the President is absent. All nine councilmembers are paid an annual stipend of \$6250.

City Hall



City Leadership

John Suthers was re-elected to a second term as mayor by an overwhelming majority in April of 2019.

Mayor's Office

John Suthers, Mayor

Mayor's Executive Team

- Jeff Greene - Chief of Staff
- Bret Waters - Deputy Chief of Staff
- Vince Niski - Police Chief
- Randolph Royal - Fire Chief
- Wynetta Massey - City Attorney

Department Heads

- Travis Easton - Public Works Director
- Jaime Fabos - Chief Communications Officer
- Sarah Johnson - City Clerk
- Hayden W. Kane II - Presiding Municipal Court Judge
- Charae McDaniel - Chief Financial Officer
- Mary Weeks - Chief Information Officer
- Karen Palus - Parks, Recreation and Cultural Services Director
- Greg Phillips - Aviation Director
- Michael Sullivan - Chief Human Resource and Risk Officer
- Peter Wysocki - Planning Director
- 4/20/2021 1:17:00 PM Kevin Madsen - Office of Emergency Management Deputy Director



Mayor John Suthers

City Council

- Richard Skorman - Council President
- Don Knight - District 1
- David Geislinger - District 2
- Richard Skorman - District 3
- Yolanda Avila - District 4
- Jill Gaebler - District 5
- Mike O'Malley - District 6
- Bill Murray - At Large
- Tom Strand - President Pro-Tem, At Large
- Wayne Williams - At Large

City Council's Direct Reports

- Jacqueline Rowland - City Auditor

Relocation Information

Colorado Springs is located at the foot of Pikes Peak, 70 miles south of Denver, with a land area of 195 square miles. Due to an area with strong military presence, most realtors have a relocation expert. Below is a link to the Better Business Bureau regarding relocation services.

<http://www.bbb.org/southern-colorado/accruited-business-directory/relocation-service>

The Pikes Peak Association of Realtors (Communities, Home Values, Schools and Other Information) <http://ppar.com/>

The Colorado Springs Chamber & EDC (Visitor & Relocation Information)

102 S. Tejon Street Suite 430, Colorado Springs, Colorado 80903

Email: info@cscedc.com | Telephone: (719) 471-8183 | <https://coloradospringschamberedc.com/>

Colorado Springs Visitor Center (Visitor Information)

515 South Cascade Avenue, Colorado Springs, Colorado 80903

Telephone: (719) 635.7506 | Toll Free: (800) DOVISIT (800) 368-4748 | www.visitcos.com

Carpool, vanpool, schoolpool, and bicycle with Metro Rides!

Metro Rides is a grant-funded program that offers an abundance of free resources and incentives for transportation alternatives to driving alone that best fit your lifestyle and needs. Services include free, automated carpool matching, company carpool and vanpool programs, schoolpool matching, and expanded bicycling tips and resources.

Substitute automobile dependency for the use of alternative transportation – Metro Rides' programs help preserve air quality, minimize traffic congestion, conserve fuel and promote better health. There are several conveniently located Park-n-Ride lots to help make your commute a breeze - we offer easily accessible and safe locations to transfer from a single passenger vehicle to the alternative you have selected!

Call (719) 385-RIDE (7433) to find transportation options that work for you.

For personalized assistance with relocation questions, please contact your Human Resources Business Partner or your sponsor.

Bus Information

The City's Transit Services Division operates Mountain Metropolitan Transit, the local public transit service.



Buses operate as far as Chapel Hills Mall to the north, Manitou Springs to the west, Powers Boulevard to the east and into Security/Widefield to the south. Mountain Metro operates seven days a week for 362 days a year. You can find schedule information and other resources at www.mmtransit.com (or <https://coloradosprings.gov/mountain-metro>).

Mountain Metro is available for City employees to conduct official City business without paying a fare. City employees may be eligible for half-priced tickets for their own use, including commutes to and from work. Contact our Customer Service agents at 385-RIDE (7433) for more information.

If you have a disability that prevents you from being able to use the fixed-route bus system, please contact us for information about Metro Mobility, the City's ADA paratransit service.



You can use Google Maps to plan your trip!
Just click on the **Transit** icon when requesting directions.

Bike Information

The City of Colorado Springs is home to an active and vibrant bicycling community. The City's bike program is guided by the Bike [Master Plan](#) and funded in part by a self-imposed bike tax. Improvements are constantly being made to bicycle infrastructure and route connectivity, and the City supports bike education and encouragement programs and cycling events. With over 100 miles of on-street bicycle routes, nearly 120 miles of urban bike trails, and more than 60 miles of unpaved mountain bike trails, Colorado Springs is committed to ensuring that biking is a convenient, safe, and connected form of transportation and recreation. <https://coloradosprings.gov/bike>

Civilian Pension Plan (PERA)

Instead of participating in the Social Security System, the City and its Civilian Employees and Elected Officials are members of the State of Colorado pension system that is administered under State law by the Public Employees' Retirement Association (PERA). Participation is mandatory for eligible employees. To fund future pension benefits, employees contribute 8.5% of PERA-includable salary to their account. The City contributes 14.22% (to include AED & SAED) of the same earnings to the local government division.

PERA is a defined benefit plan, and your retirement income is based upon your age, your years of service, and your three to five years of Highest Average Salary (HAS), depending upon your PERA entry date. Most employees hired after 12/31/2018 can choose to be part of the PERA defined benefit plan (DB) or the defined contribution plan (DC). Additional information about PERA benefits is available through PERA at (800) 759-7372, copera.org (link is external).

The Colorado PERA DB retirement plan is a hybrid defined benefit plan. It is designed to attract and retain employees who are interested in working in Colorado PERA-covered employment for a large part of their careers, while providing greater portability for shorter careers than a traditional defined benefit plan.

Over the years, Colorado PERA has worked with the State Legislature and others to address issues such as portability, cost-of-living adjustments, and overall improvement of the benefits Colorado PERA members receive. These changes have made the Colorado PERA defined benefit plan more flexible and portable. Colorado PERA members and the State of Colorado benefit from a conservative yet innovative approach to public pension management.

Colorado PERA is a defined benefit pension plan with many added features, providing members and retirees with a comprehensive benefit package that includes the following

- Lifetime retirement benefits
- Good portability provisions
- Tax-deferred interest on member contributions
- Comprehensive disability and survivor benefits
- Annual cost-of-living increases in retirement benefits

Medicare

The City and new employees must each contribute to the Federal Government's Medicare Program at a rate of 1.45% of gross annual earnings.

Sworn Fire and Police Employees

All Sworn (Fire and Police) employees hired after 2006 are part of the FPPA Statewide Defined Benefit Plan through the Fire and Police Pension Association (FPPA) of Colorado in lieu of Social Security. Participation is mandatory for eligible employees. To fund future pension benefits, employees contribute 11% of FPPA-includable salary (increases to 11.5% for 2021) and the City contributes 8% of the same earnings (increases to 8.5% January 1, 2021).

The following types of retirement are available under the SWDB plan: normal, early, vested or deferred. If a member terminates service before retirement eligibility, the member may qualify for a refund of contributions. Additional information about FPPA benefits is available through FPPA at (800) 332-3772, fppaco.org (link is external)

ICMA ROTH IRA (Voluntary)

- Jump-start your Savings with the Payroll Deduction Roth IRA!
- Earnings may be tax-free
- Flexible withdrawal options
- Start with any dollar amount
- Access to contributions at any time without penalties or taxes
- A great compliment to your supplemental retirement savings plan ICMA-RC's Payroll Roth IRA provides an easy way for you to save directly from your paycheck.

ICMA 457 Plans (Voluntary Deferred Compensation)

- All employees can participate
- A plan similar to a 401(k), but with less restrictions
- Voluntary participation
- Variety of investment choices
- Contributions and earnings are tax-deferred
- www.icmarc.org
- For additional information on the Roth IRA and Deferred Compensation Plan contact: Emily Knox, Retirement Plans Specialist, ICMA-RC, Phone: (866) 749-5174, Fax: (720) 851-5457, Email: deschbach@icmarc.org