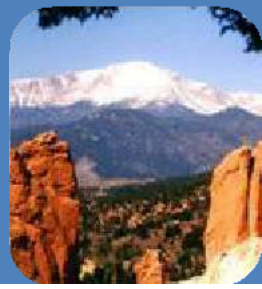


# City of Colorado Springs Information



## History

General William Jackson Palmer founded Colorado Springs in 1871, envisioning a resort community always 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.

## Climate<sup>1</sup>

- Average # of Days of Sunshine: 300
- Average Annual Precipitation: 17.5 inches

## Geography

Colorado Springs is located at the foot of Pikes Peak, 70 miles south of Denver. With a land area of 194.85 square miles and a 2015 estimated population of 444,744. Colorado Springs is the State's largest city in terms of area and second only to Denver in population.

- Elevation: 6,035 feet
- Area in Square Miles: 194.85 (2013)
- Street Lane Miles<sup>2</sup>: 7,431 (2013)
- Parkland Acres: 16,331 (2013)

## Demographics<sup>3</sup>

- Population: 444,744 (2015)
- College Population: 33,978 (Fall 2013)
- Median Age: 34.4 (2015)
- Median Household Income: \$54,228 (2015)
- Diversity<sup>4</sup>:
  - White (79.6%)
  - Black/African American (6.2%)
  - American Indian/Alaska Native (.6%)
  - Asian (3%)
  - Native Hawaiian/Pacific Islander (0.2%)
  - Hispanic American/Latino (17%)
  - Other 5.3%
  - Two or more races 5.1%

<sup>1</sup> Colorado Springs Regional Business Alliance Quick Facts ([http://www.coloradospringsbusinessalliance.com/library/Welcome/Quick\\_Facts.pdf](http://www.coloradospringsbusinessalliance.com/library/Welcome/Quick_Facts.pdf))

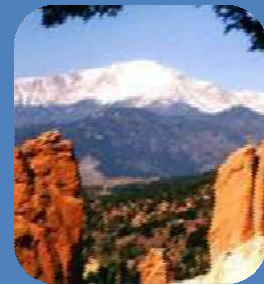
<sup>2</sup> The Streets Division began recording street miles as lane miles in 2008/2009 rather than centerline.

<sup>3</sup> Colorado Springs Regional Business Alliance Quick Facts ([http://www.coloradospringsbusinessalliance.com/library/Welcome/Quick\\_Facts.pdf](http://www.coloradospringsbusinessalliance.com/library/Welcome/Quick_Facts.pdf))

<sup>4</sup> Colorado Springs Regional Business Alliance ([http://www.coloradospringsbusinessalliance.com/library/Economic\\_Development/Cultural\\_Diversity.pdf](http://www.coloradospringsbusinessalliance.com/library/Economic_Development/Cultural_Diversity.pdf))

<sup>5</sup> Colorado Springs Quick Fact. (census.gov)

# City of Colorado Springs Information



## 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.

### Top Ten Private Sector Employers (Excluding School Districts)<sup>5</sup>

- Lockheed Martin Corporation
- Progressive Insurance Company
- United Services Automobile Association (USAA)
- The Broadmoor Hotel
- Atmel Corporation
- Verizon Business
- Northrop Grumman Corporation
- Hewlett Packard
- Compassion International
- T. Rowe Price Associates, Inc

Sales Tax Rate	Individual Income Tax	City Property Tax Rate
City (3.12%); County (1.23%); State (2.9%); Pikes Peak Rural Transportation Authority (1.0%); Total (7.63%)	State of Colorado is a flat rate of 4.63% of federal taxable income, no city or county income tax.	4.279 mills (2015 mill rate levied for taxes payable in 2016)

## Major Attractions

- Cave of the Winds
- Cheyenne Mountain Zoo
- Garden of the Gods
- Pikes Peak – America’s Mountain
- Pro Rodeo Hall of Fame & American Cowboy Museum
- Sky Sox Minor League Baseball
- United States Air Force Academy
- United States Olympic Headquarters & Training Center

## Median Home Value<sup>6</sup>

\$297,111

## Property Taxes

Paid on a \$200,000 Home in School District 11  
\$939, City share is \$68 (Based on 2012 Mill Levy Rate)

## Education

There are nine public school districts serving Colorado Springs with more than 100 public elementary, middle, junior, and senior high schools. There are also more than 50 private, parochial, and charter schools. In addition, Colorado Springs has more than 50 vocational and two-year schools, colleges, and universities. Below is a list of some of the City’s largest colleges and universities.

Post-Secondary Schools	Students	Post-Secondary Schools	Students
1. Pikes Peak Community College	15,299	6. Nazarene Bible College	1,400
2. University of Colorado at Colorado Springs	11,129	7. University of Phoenix	727
3. United States Air Force Academy	3,952	8. Intellitec College	299
4. Colorado College	2,050	9. Everest College	500
5. Colorado Technical University	1,566	10. National American University	150

<sup>5</sup> Colorado Springs Regional Business Alliance (December 2016)  
([http://www.coloradospringsbusinessalliance.com/library/Welcome/Quick\\_Facts.pdf](http://www.coloradospringsbusinessalliance.com/library/Welcome/Quick_Facts.pdf))

<sup>6</sup> A newly built home of approximately 2,400 square feet with 3-bedrooms, 2 full baths, living room, dining room, one fireplace, utility room, fully finished basement and attached 2-car garage on an 8,000 square foot lot.

For more information go to [www.coloradosprings.gov](http://www.coloradosprings.gov)

# Benefits - Enrollment & Eligibility



## Benefit Programs

- The City offers a wide variety of benefit plans to meet the needs of you and your family.
- Plan information can be found [here](#) for the 2018 Benefits Guide.

## 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

- Near site Employee Medical Clinic - \$15 Co-pay (Wellness/Preventive visits \$0)
- On-site Employee Pharmacy [www.cityemployeepharmacy.com](http://www.cityemployeepharmacy.com)
  - 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.

# Benefits - Enrollment & Eligibility



## 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 – 10 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 Day
- Personal Holiday (8 Hours)

## Sick – Accrual of 96 hours per year

## Vacation Buy for full time employees

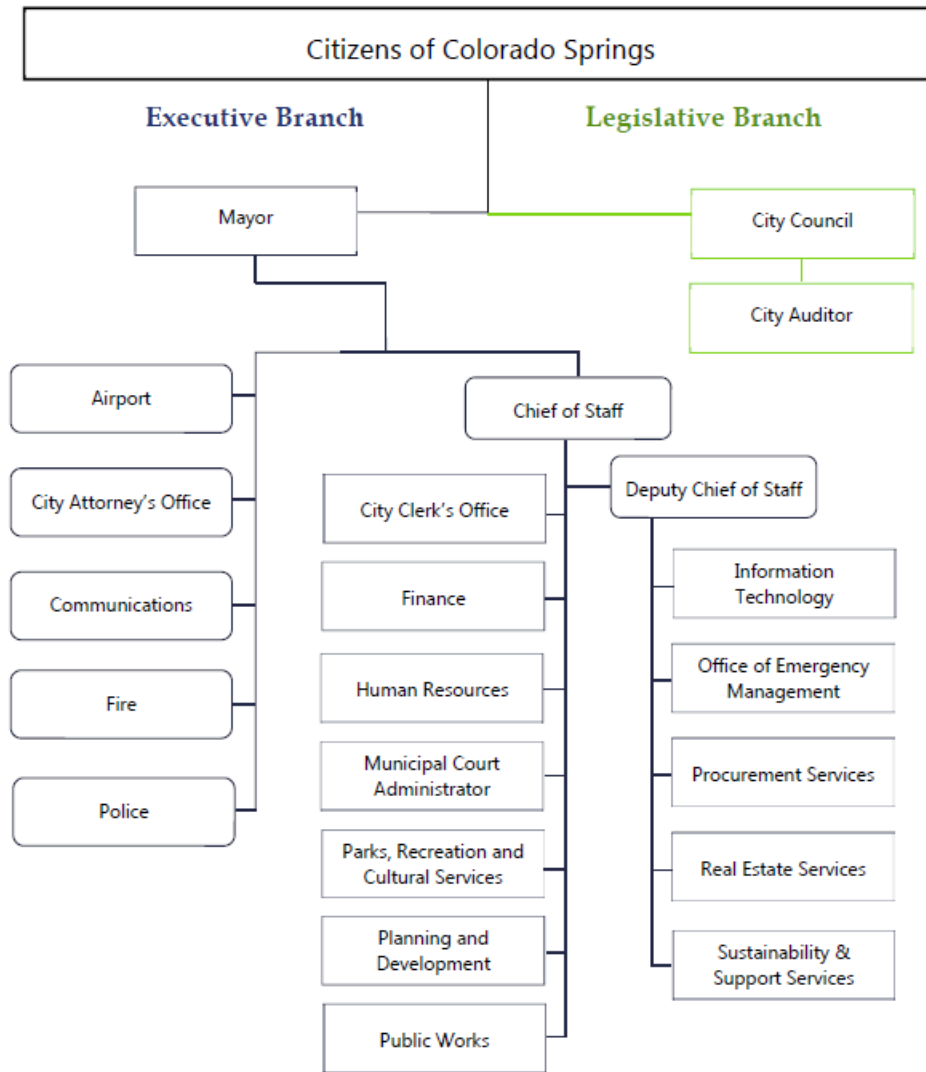
Option to purchase between 8 hours and 40 hours per year

- Minimum Contribution per plan year = Hourly salary x 8 hours for full time employees
- Maximum Contribution per plan year = Hourly salary x 40 hours for full time employees

# City of Colorado Springs Leadership



## City Organizational Chart



As of September 12, 2016

For more information, go to [www.coloradosprings.gov](http://www.coloradosprings.gov)

# City of Colorado Springs Leadership



## 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.

For more information, go to [www.coloradosprings.gov](http://www.coloradosprings.gov)



# City of Colorado Springs Leadership



## City Leadership

In 2015, the citizens of the City of Colorado Springs voted for its second strong mayor in the new Mayor-Council form of government.

### *Mayor's Office*

John Suthers, Mayor

### *Mayor's Executive Team*

- Jeff Greene - Chief of Staff
- Bret Waters – Deputy Chief of Staff
- Peter Carey - Police Chief
- Wynetta Massey – City Attorney
- Ted Collas – Fire Chief

### *Department Heads*

- Travis Easton - Public Works Director
- Greg Phillips – Aviation Director
- Sarah Johnson - City Clerk
- Hayden W. Kane II - Presiding Municipal Court Judge
- Jaime Fabos- Chief Communications Officer
- Carl Nehls - Chief Information Officer
- Karen Palus - Parks, Recreation and Cultural Services Director
- Nancy McCauley, Charae McDaniel– Interim Chief Financial Officer's
- Michael Sullivan – Chief Human Resources Officer
- Peter Wysocki - Planning Director



Mayor John Suthers

### *City Council*

- Merv Bennett - At-Large
- Jill Gaebler – President Pro-tem, District 5
- Don Knight – District 1
- David Geislinger - District 2
- Richard Skorman – President District 3
- Yolanda Avila – District 4
- Andy Pico – District 6
- Bill Murray – At Large
- Tom Strand – At Large

### *City Council's Direct Reports*

- Denny Nester - City Auditor

For more information, go to [www.coloradosprings.gov](http://www.coloradosprings.gov)

# Relocation Information

## Relocation Information

Colorado Springs is located at the foot of Pikes Peak, 70 miles south of Denver, with a land area of 194.85 square miles. Due to an area with many military, most realtors have a relocation expert. Below is a link to the Better Business Bureau regarding relocation services.

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

***The Pikes Peak Association of Realtors*** (Communities, Home Values, Schools and Other Information)

<http://ppar.com/>

***The Colorado Springs Chamber of Commerce and EDC (formerly The Colorado Springs Regional Business Alliance)*** (Visitor & Relocation Information)

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

Email: [info@CSCEDC.com](mailto:info@CSCEDC.com) | Telephone: 719-471-8183 | Fax: 719-471-9733 |

[www.coloradospringschamberedc.com](http://www.coloradospringschamberedc.com)

***Colorado Springs Visitor Center*** (Visitor Information)

515 South Cascade Avenue, Colorado Springs, Colorado 80903

Telephone: 719.635.7506 | Toll Free: 800.DO.VISIT (800.368.4748) | Fax: 719.635.4968 | [www.visitcos.com](http://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 Resource Coordinator (HRC) or your sponsor.

For more information, go to [www.coloradosprings.gov](http://www.coloradosprings.gov)



# Relocation Information

## *Bus information*

Mountain Metropolitan Transit fixed-route bus service offers 18 bus routes with weekday service and limited Saturday service. The routes travel north to Chapel Hills Mall, west into Manitou, east to Peterson Air Force Base and south into Widefield. <https://transit.coloradosprings.gov/>

## **Mountain Metro Transit**

In addition to bus routes within the City of Colorado Springs, Mountain Metro Transit provides service into Manitou Springs, north to the Chapel Hills Mall, east to Peterson Air Force Base and south into the Widefield area.

- **Mountain Metro Mobility**  
Metro Mobility is an Americans with Disabilities Act (ADA) federally mandated complementary paratransit service, which provides demand-response service for individuals with mobility needs that prevent them from using the fixed-route bus system.
- **Mountain Metro Rides**  
Metro Rides offers alternative transportation options to residents of the Pikes Peak Region. The program is designed to reduce congestion and pollution by encouraging more people to use carpools, vanpools, bicycling or other means of commuting.
- **Metro Mobility ADA Paratransit Service**  
Metro Mobility is an ADA paratransit service provided for individuals who, because of their disability, are unable to use Mountain Metro fixed-route bus service. Riders must have a disability that prevents them from using fixed-route bus service some or all of the time. This does not include people who have disabilities that make the use of fixed-route service difficult. Metro Mobility provides comparable service to the regular fixed-route bus in terms of shared rides, curb-to-curb pickup, days of service and service areas and hours.

## *Bike Information*

Colorado Springs affords many opportunities for residents to enjoy time outdoors and one pleasant way to do so is to go for a bicycle ride. More than 90 miles of on-street bicycle lanes, 118 miles of urban bicycle trails and about 61 miles of un-paved mountain bike trails were available to bicyclists in Colorado Springs. To serve the community's desire to expand bicycling opportunities, the City has an active bicycle program that is guided by a Council-adopted Bicycle Plan and funded it by a Bicycle Tax. Downtown Bike lockers are available to the public at the Administration Building parking garage. For added convenience, Mountain Metropolitan Transit offers bike racks on all buses through its [bike-n-bus](#) program. Additionally, Colorado Springs is home to one of the few competitive velodromes in the United States. We even offer a free bike partner match to connect you with others near you that are interested in cycling to work. Call Metro Rides at (719) 385-7433 option #2 to get started!

<https://coloradosprings.gov/transportation/bike-colorado-springs/information/colorado-springs-bikes>

For more information, go to [www.coloradosprings.gov](http://www.coloradosprings.gov)

# Retirement & Deferred Compensation



## 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% of PERA-includable salary to their account, and the City contributes 13.7% (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 years of Highest Average Salary (HAS). Additional information about PERA benefits is available through PERA at 1-800-759-7372, [www.copera.org](http://www.copera.org).

The Colorado PERA 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 traditional 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.

For more information, go to [www.coloradosprings.gov](http://www.coloradosprings.gov)

# Retirement & Deferred Compensation



## Sworn Fire and Police Employees

All newly hired Sworn (Fire and Police) employees to include the Fire Chief and Police Chief will be members of the Statewide Defined Benefit Plan (SWDB) 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 9.5% of FPPA-includable salary for 2017 and the City contributes 8% of the same earnings.

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 1-800-332-3772, [www.fppaco.org](http://www.fppaco.org)

## 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 - The City of Colorado Springs encourages all employees to actively participate in their retirement planning. New Hire paperwork includes an automatic enrollment at a rate of 3% into the ICMA 457 defined contribution pension plan. Participation in this plan is not mandatory and employees may opt-out at any time
- Variety of investment choices
- Contributions and earnings are tax-deferred
- [www.icmarc.org](http://www.icmarc.org)
- For additional information on the Roth IRA and Deferred Compensation Plan contact: Don Eschbach, Retirement Plans Specialist, ICMA-RC, Phone: (866) 749-5174, Fax: (720) 851-5457, Email: [deschbach@icmarc.org](mailto:deschbach@icmarc.org)

For more information, go to [www.coloradosprings.gov](http://www.coloradosprings.gov)