

CITY OF  
**CHEYENNE**  
— W Y O M I N G —

**Compensation & Employee Retention**

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05/01/2026

# The Mayor's Perspective

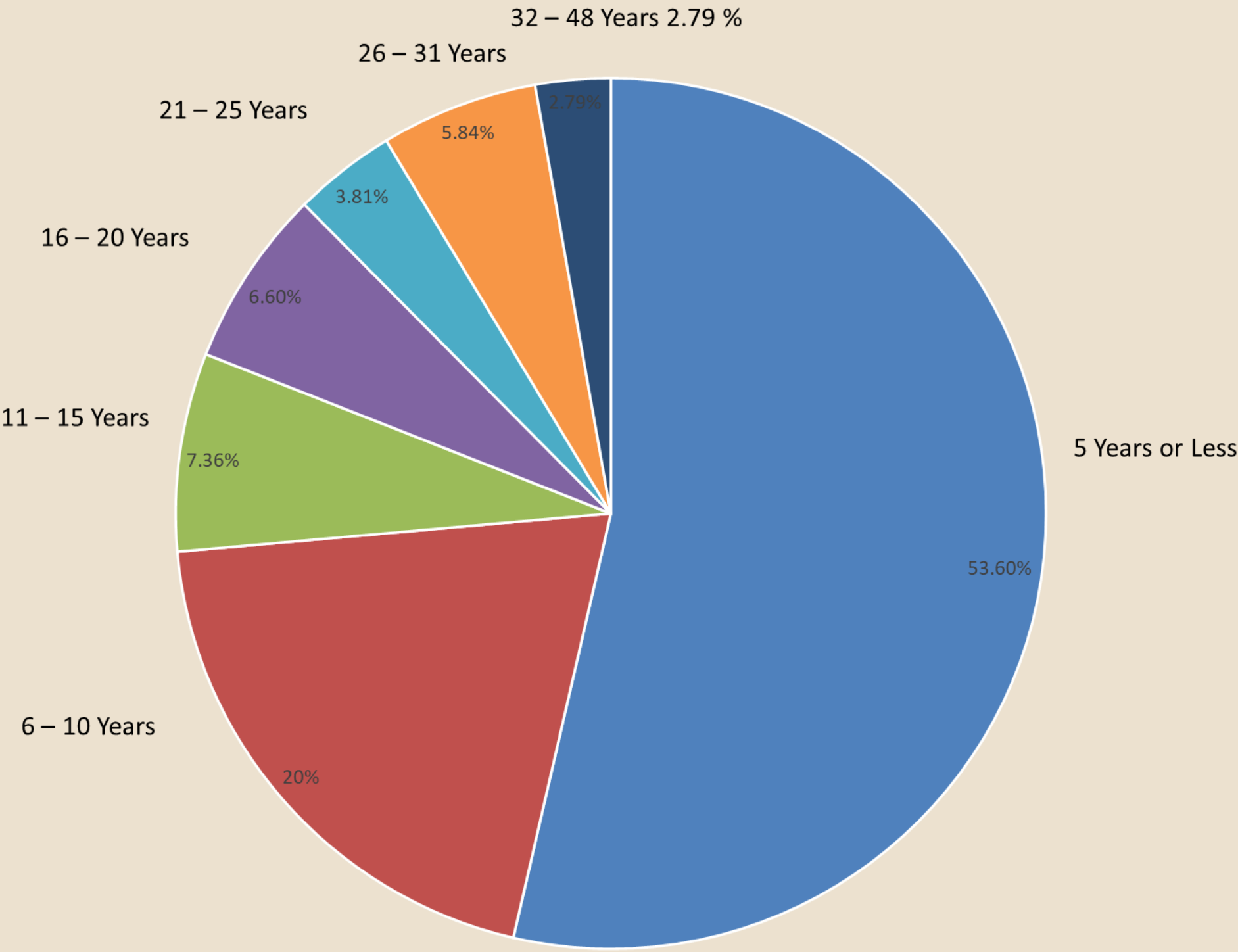


# Employee Demographics



Non-Uniform Full Time City Employees

394 Employees  
As of April 22, 2026



# Why Compensation Matters?

## Employee Turnover Costs Based on National Benchmarks

- **50% to 200% of annual salary per employee** is the widely accepted range
- A common HR rule of thumb: **6–9 months of salary** ( $\approx 50\%–75\%$ ) for many roles
- Average total cost across employers: about **\$45,000 per employee** in recent surveys

**Not paying competitive wages often increases long-term costs through higher turnover, recruitment expenses, and lost productivity.**

# How Our Compensation System Works & Changes We Are Proposing for FY27



# Pay Grades

Grade	Min	Mid	Max	Spread
14	\$37,219	\$44,663	\$52,107	
15	\$40,941	\$49,129	\$57,317	6.45
16	\$45,036	\$54,042	\$63,049	6.45
17	\$49,539	\$59,446	\$69,354	6.45
18	\$54,493	\$65,392	\$76,289	6.45
19	\$59,942	\$71,930	\$83,918	6.45
20	\$65,936	\$79,124	\$92,311	6.45
21	\$69,629	\$87,036	\$104,442	6.45
22	\$76,592	\$95,740	\$114,887	6.45
23	\$84,250	\$105,313	\$126,376	6.45
24	\$89,111	\$115,844	\$142,578	6.45
25	\$98,022	\$127,429	\$156,836	6.45
26	\$107,825	\$140,172	\$172,519	6.45
Executive	\$109,442	\$155,955	\$202,468	7.23



# Step Increase

## Calculation Method



- Adopted in November 2023
- “35-Year Retirement Model”

Grade 14

Minimum Wage: \$37,219

Maximum Wage: \$52,107

$\$52,107 - \$37,219 = \$14,888$

$\$14,888 / 35 = \$425.37$

Annual Yearly Step Increase = \$425.37

# Career Progression Example



## Sanitation Worker to Senior Driver

TITLE	HIRED ANNUAL SALARY	ANNUAL SALARY YEAR 2	ANNUAL SALARY YEAR 3	ANNUAL SALARY YEAR 4	ANNUAL SALARY YEAR 5
SANITATION WORKER (pg. 14)	\$39,750.00	\$40,175.37	\$40,598.17	\$41,020.97	\$41,443.77
SANITATION WORKER (pg. 14) DRIVER (pg. 16)	\$39,750.00	\$40,175.37	\$45,845.00	\$46,359.65	\$46,874.30
SANITATION WORKER (pg. 14) DRIVER (pg. 16) SR. DRIVER (pg. 17)	\$39,750.00	\$40,175.37	\$45,845.00	\$46,359.65	\$51,295.00



# Proposed Transition to 25 Year Step Increase

## 35 Year Step Increase

Minimum Wage: \$37,219

Maximum Wage: \$52,107

$\$52,107 - \$37,219 = \$14,888$

$\$14,888/35 = \$425.37$

Annual Yearly Step Increase = **\$425.37**

## 25 Year Step Increase

Minimum Wage: \$37,219

Maximum Wage: \$52,107

$\$52,107 - \$37,219 = \$14,888$

$\$14,888/25 = \$595.52$

Annual Yearly Step Increase = **\$595.52**

**Annual Difference in Step Increase = \$170.15**

# Wage Offers

## Calculation Method

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### Work Experience (Credits)

100% - Current City Position

25% - Prior City Experience

25% - Outside Experience for Applicable & Equivalent Work



# Employee Scenario

## Heavy Equipment Operator

Landfill Heavy Equipment Operator				
Paygrade	Min	Mid	Max	Difference 25 Yrs / per year
15	\$40,941.00	\$49,129.00	\$ 57,317.00	\$ 655
Hire Date	12/5/2018		Outside Experience	2
Current Position	10/11/2023		Past City Experience	1.21
Today Date	7/1/2026		Current City Experience	2.71
				5.92
Current Salary		\$44,818.84		
Per Paygrade	\$44,818.84		Difference	\$ 655.00
7/1/2027	\$45,473.88		Difference	\$ 655.00
7/1/2028	\$46,128.92		Difference	\$ 655.00
7/1/2029	\$46,783.96		Difference	\$ 655.00



# Employee Scenario

## Heavy Equipment Operator

Landfill Heavy Equipment Operator					
Paygrade	Min	Mid	Max	Difference 25 Yrs / per year	
15	\$ 40,941.00	\$ 49,129.00	\$ 57,317.00	\$	655
Hire Date	12/5/2018		Outside Experience	2	
Current Position	10/11/2023		Past City Experience	1.21	
Today Date	7/1/2026		Current City Experience	2.71	
				5.92	
Current Salary		\$ 47,500.00			
Per Paygrade	\$ 44,818.84		Difference	\$	-
7/1/2027	\$ 45,473.88		Difference	\$	-
7/1/2028	\$ 46,128.92		Difference	\$	-
7/1/2029	\$ 46,783.96		Difference	\$	-
7/1/2030	\$ 47,439.00		Difference	\$	-
7/1/2031	\$ 48,094.04		Difference	\$	594.04 Partial
7/1/2032	\$ 48,749.08		Difference	\$	655.04 Full Increase



# COLA & Merit Increases

## Cost-of-Living Adjustment (COLA)

- 2%, 4%, 6% in January 2023
- 3% in December 2023
- 3% in 2026
- None Proposed in FY27 Budget

## Merit Increase

- 3% Proposed in FY27 Budget



# Professional Development Reimbursement Program

- Enhance knowledge, skills, or competencies for employee's current position.
- Supports career advancement within the City of Cheyenne.
- Targeted to city's business need, workforce gap, or succession planning objective identified by the department.
- College degree programs
- Professional certification programs
- Industry-recognized training courses
- Workshops and seminars that enhance job-related skills



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