Classification and Total Compensation Study

Presented to:
City of Bell

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Agenda

- Overview/discussion - Compensation Study Parameters Memorandum from CPS HR dated December 7, 2011
  - Labor Market Selection Criteria
  - Recommended Labor Market Agencies
  - Survey Classifications
  - Scope of Data Collection
- Next Steps
Labor Market Selection Criteria

- Agency size
  - Population served
  - Number of employees
  - Per capita spending
- Geographic proximity
- Industry
Recommended Labor Market Agencies

Los Angeles County
- City of Bell Gardens
- City of Covina
- City of Huntington Park
- City of La Mirada
- City of Lynwood
- City of Monterey Park
- City of Paramount

City of Pico Rivera
City of San Gabriel
LA County Sheriff
[Police Officer only]

Orange County
- City of Cypress
- City of Placentia
Recommended Labor Market Agencies

- Total of eleven agencies
- Seven cities have their own police department
- Per capita spending within +/- 25% of City of Bell
  - Seven agencies with lower per capita
  - Four agencies with higher per capita
- Size – all larger than City of Bell but no larger than twice its size in terms of population served
- Private sector data – published data sources
Survey Classifications

- Total of thirty-three [33] survey classifications
  - Nine [9] management
  - One [1] public safety
  - Seventeen [17] miscellaneous
  - Six [6] part-time
Scope of Data Collection

- Minimum and maximum monthly salaries
- Cash add-ons which are agency contributions to
  - Deferred compensation
  - Retirement pickup
  - Longevity pay
  - Education incentives
Scope of Data Collection

- Costs/details of health programs such as
  - Employer/employee contribution to most commonly used medical, dental and vision plans
  - Life insurance benefit and cost
  - Long term disability benefit and cost
Scope of Data Collection

- Employer retirement practices including
  - Type of program
  - Benefit offered [i.e. 2%@60, etc.]
  - Benefit formula [i.e. average of three years, etc.]
  - Agency contribution to retirement
  - Social Security practices
- Paid time off practices
Next Steps