

RESULTS OF THE 2012 SALARY SURVEY AND RECOMMENDED COMPENSATION PLAN

for the

CITY OF MARICOPA

FEBRUARY 2012

Principal Project Components ²

- Conduct a market survey and compare salary offerings to surrounding competitor employers in the public sector.
- Develop a City-wide compensation plan to match the Council's desired pay philosophy, maintain internal equity, and to ensure the City's ability to attract and retain skilled staff.
- Develop more consistent job titles based on job content and area(s) of responsibility.

Salary Survey Methodology

- Competitors are those employers with whom the City competes to attract and retain employees, regardless of ability to pay or salary philosophy.

Survey Comparators:

Apache Junction	Gilbert	Queen Creek
Avondale	Goodyear	Scottsdale
Buckeye	Mesa	Surprise
Casa Grande	Phoenix	Tempe
Chandler	Pinal County	Yuma
Flagstaff	Prescott	

- Adjustments were made to survey data when comparing jobs to larger cities

Base Pay Survey

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- Market data was collected for 70+ job titles to determine the external value of each job.
- Market data was interpreted and applied to the assignment of jobs to pay ranges.
- Market data also revealed a need for correction to some job titles to better reflect levels of responsibility and actual job content.

Proposed Pay Structure

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- Pay Bands were developed for entry-level support, municipal-specific, technical/specialty, divisional leadership and senior management job groups.
- The proposed salary range table contains approximately 38% opportunity from pay range Minimum to Maximum, a slightly narrower range spread than typically found in other Cities.
- Using the information collected in the market and internal equity considerations, pay ranges have been proposed for each job class.

Implementation Cost

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# Employees Below New Range Minimum	13
Cost to Bring to Minimum	\$47,798
FICA, Retirement, Worker's Compensation Costs	\$10,827
Total Estimated Cost	\$58,625
# Employees Above New Range Maximum	2

- Performance evaluation scoring and merit increases will be utilized for in-range salary administration.
- Placement of future positions can be made using the same internal and external criteria.

Summary

- Timing of adoption/implementation of proposed pay ranges and subsequent increases for affected employees.
- Go-forward plan for salary administration under direction of the City Manager, within the approved pay range guidelines, and according to employee performance.

A 3D grid of spheres, resembling a crystal lattice or a molecular structure, is rendered in a light blue color against a dark blue background. The spheres are arranged in a regular, repeating pattern that recedes into the distance, creating a sense of depth. The lighting is soft, highlighting the spheres and casting subtle shadows.

QUESTIONS?