



■ Koff & Associates
Human Resources Consulting Since 1984

City of Merced

Total Compensation Study

November 4, 2019

Project Summary

- May 20 – Council awarded contract
- June 18 – Staff kick-off meeting
- Sept 17 – Draft results of comparison agencies
- Oct. 11 – 1st Union coalition meeting
- Oct. 21 – 2nd Union coalition meeting
- Nov. 4 – Study Session for Council direction
 - Comparable agencies
 - 5 policy items
- Jan – Draft report completed

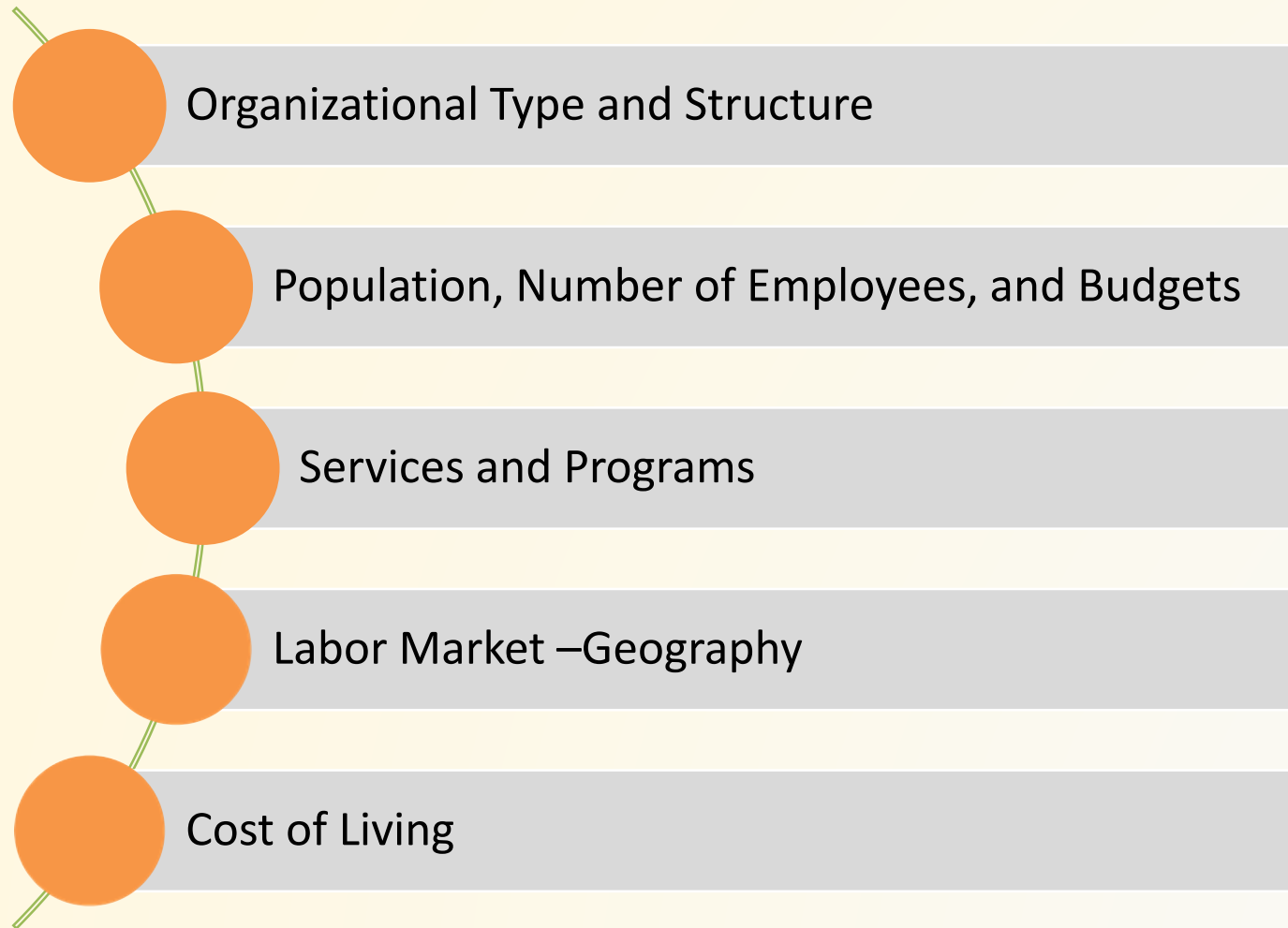
Survey Elements

Comparator Agencies

Benchmark Classifications

Benefit Data

Comparator Agency Criteria



**Each Factor
Analyzed, Ranked,
Scored**

**Total Score
Determines Level
of Similarity**

Comparator Agency Recommendations

Ranking	Comparator Agency	Overall Criteria Comparison Score
	City of Merced	6
1	City of Turlock	36
2	City of Manteca	36
3	City of Madera	43
4	City of Lodi	45
5	City of Clovis	47
6	City of Tracy	48
7	City of Chico	56
8	City of Folsom	57
9	City of Fresno	61
10	City of Davis	61
11	City of San Luis Obispo	62
12	City of Santa Maria	62
	City of Modesto	64
	City of Visalia	66
	County of Merced	70
	City of Santa Cruz	70
	City of Stockton	73
	City of Sacramento	81

Demographic Profile

- Classic Tier
- Five Year Employee
- Employee plus Family

Benchmark Classifications

- Reflect a broad spectrum of class levels
 - Journey-level of a classification series
 - Single-level classifications
 - Supervisors and Management
- Most likely to be exist
 - Sufficient valid data sample; 4 matches
- ~60-65% of all classifications

Internal Relationships

- Surveyed Classifications with Lack of Data
- Non-Surveyed Classifications
- Whole Position Analysis
 - Same Class Series
 - Scope of Work
 - Organizational “Worth”
 - Past Internal Relationships
- Implementation and Strategy Development
 - Plan Development, Potentially Multi-Year

Benefits Data

■ Retirement & Annuities

- PERS; Social Security; Deferred Compensation

■ Insurances

- Flexible Benefit and/or Health, Dental, Vision

■ Leaves

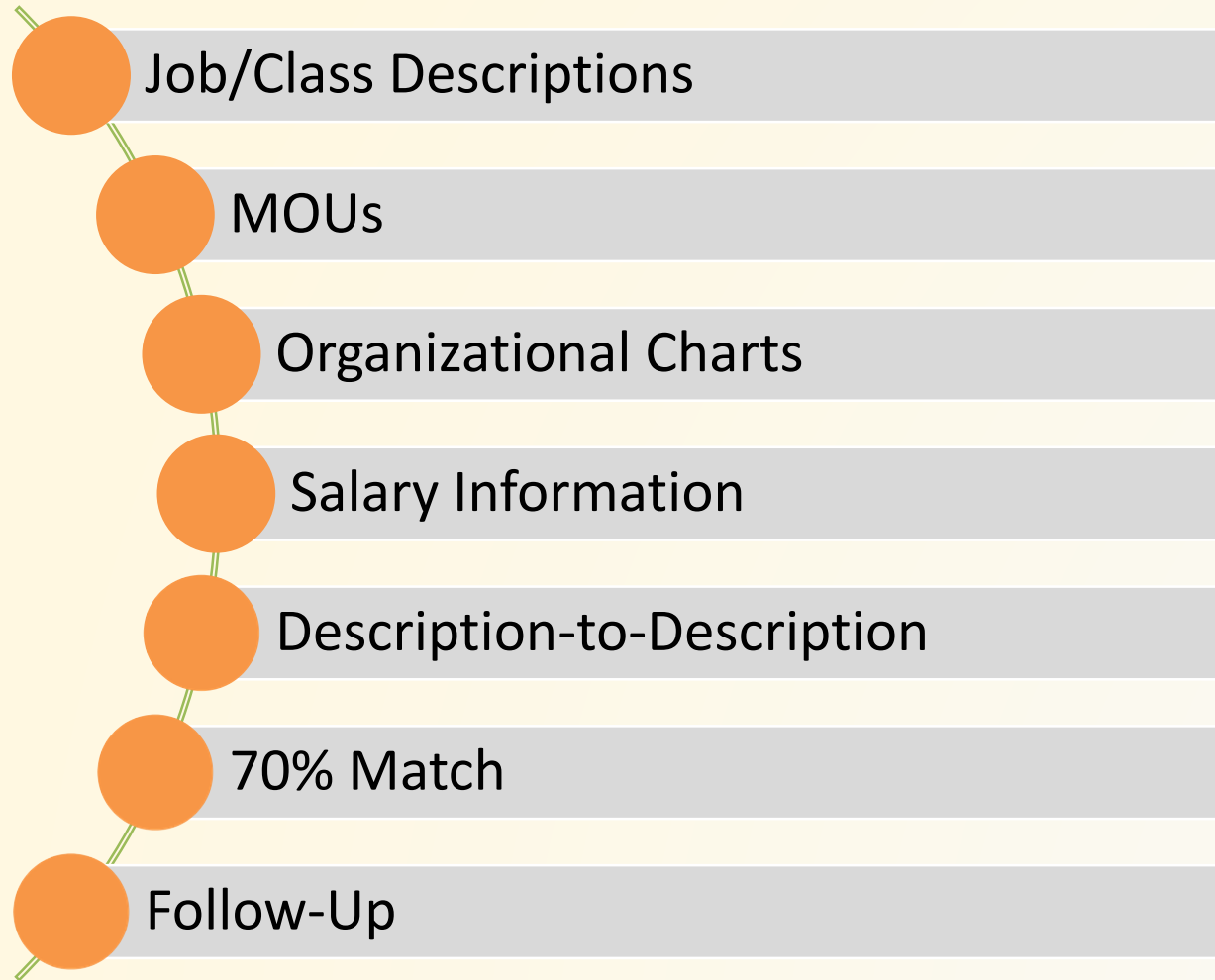
- Holidays, Vacation, Administrative/Personal

■ Other

Policy Items

- Education Pay
- Certification Pay
- Uniform Allowance
- Sick Leave Payout
- Specialty Pay:
 - Included – yes or no
 - Capped amount – yes or no

Data Collection



**ALL ANALYSES
COMPLETED
IN-HOUSE**

**NO
QUESTIONNAIRES**

Salary Data

- Top of Published Range
- Monthly Dollar Amounts
- Data is Normalized
- Effective Dates
- Next Increases (if known)
- Differences Noted

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Questions & Comments

Thank you!