



CITY OF AURORA, IL

Custom Compensation Survey: DRAFT

AUGUST 2024



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OVERVIEW AND METHODOLOGY

CITY OF AURORA ('THE CITY') ENGAGED KORN FERRY TO BENCHMARK PAY FOR THE JOBS OF MAYOR AND ALDERMAN (CITY COUNCIL MEMBER)

Korn Ferry analyzed base pay compensation practices for Mayor and Alderman of the City of Aurora by comparing to the same positions at comparable cities

For comparison, Korn Ferry established a custom peer group and gathered publicly available data for the roles of Mayor and Alderman for each peer group city

- The peer group initially consisted of 23 Midwest cities
- Cities were evaluated for inclusion in the final group based on comparable form of government (strong mayor with city council), population, similar community makeup (residential, commercial, and industrial interests), median household income, and city budget to the extent possible, as well as the availability of relevant data
- Form of government and population received the most weighting in our evaluation
- The peer group was presented to the City and narrowed to 10 cities upon their review and approval of Korn Ferry's recommendations

A comparison of base pay was made to aggregated peer group data at the 25th, 50th, and 75th percentiles, as well as the average

BENCHMARKING RESULTS: MAYOR

Korn Ferry compared annual salary for the Mayor of Aurora to a group of 10 peer cities in the Midwest. As a city, Aurora ranks in top quartile of population and most recently published annual budget compared to the peer group. **Annual salary for the Mayor of Aurora ranks at the top of the peer cities.** Naperville and Elgin are not included in the peer group due to their form of government (top job is City Manager rather than the Mayor) but are displayed for reference as they are commonly used for comparison by the city of Aurora.

City (n=10)	State	Population	City Budget (\$ millions)	Annual Pay
Fishers	Indiana	98,977	\$164	\$162,880
Carmel	Indiana	99,757	\$209	\$167,318
South Bend	Indiana	103,453	\$417	\$122,990
Lansing	Michigan	111,964	\$297	\$143,798
Springfield	Illinois	116,565	\$686	\$131,898
Evansville	Indiana	117,298	\$590	\$135,000
Warren	Michigan	135,832	\$349	\$125,642
Rockford	Illinois	148,278	\$214	\$155,000
Toledo	Ohio	265,304	\$970	\$154,935
Fort Wayne	Indiana	271,865	\$235	\$136,000
	75th percentile	145,167	\$547	\$154,984
	Median	116,932	\$323	\$139,899
	Average	146,929	\$413	\$143,546
	25th percentile	105,581	\$219	\$132,674
Aurora	Illinois	203,843	\$560	\$177,424
Percentile Rank		83%	76%	Max
Elgin	Illinois	112,547	\$367	\$92,154
Naperville	Illinois	147,100	\$613	\$50,000

BENCHMARKING RESULTS: ALDERMAN

Korn Ferry compared annual salary for Alderman of Aurora to a group of 10 peer cities in the Midwest. As a city, Aurora ranks in top quartile of population and most recently published annual budget compared to the peer group. **Annual salary for Alderman of Aurora ranks near the median of the peer cities.** Naperville and Elgin are not included in the peer group due to their form of government (top job is City Manager rather than the Mayor) but are displayed for reference as they are commonly used for comparison by the city of Aurora.

City (n=10)	State	Population	City Budget (\$ millions)	Annual Pay	Total # of Alderman	# of Alderman (At Large)
Fishers	Indiana	98,977	\$164	\$24,287	9	3
Carmel	Indiana	99,757	\$209	\$24,395	9	3
South Bend	Indiana	103,453	\$417	\$21,960	9	3
Lansing	Michigan	111,964	\$297	\$24,240	8	4
Springfield	Illinois	116,565	\$686	\$16,099	10	0
Evansville	Indiana	117,298	\$590	\$34,626	9	3
Warren	Michigan	135,832	\$349	\$31,412	7	2
Rockford	Illinois	148,278	\$214	\$16,000	14	0
Toledo	Ohio	265,304	\$970	\$45,000	12	6
Fort Wayne	Indiana	271,865	\$235	\$26,842	9	3
	75th percentile	145,167	\$547	\$30,270	10	3
	Median	116,932	\$323	\$24,341	9	3
	Average	146,929	\$413	\$26,486	10	3
	25th percentile	105,581	\$219	\$22,530	9	2
Aurora	Illinois	203,843	\$560	\$24,380	12	2
Percentile Rank		83%	76%	54%	Max	
Elgin	Illinois	112,547	\$367	\$29,885	8	8
Naperville	Illinois	147,100	\$613	\$15,017	8	8

Notes: 1. **median household income** data from the US Census Bureau 2. **city budget** is based on most recently published data of approved or pending budget 3. **annual pay** for Alderman at the City of Aurora has a meeting stipend of \$90/each that is included in the annual pay as listed.

APPENDIX: PEER GROUP DEVELOPMENT



PEER GROUP (N=10)

City (n=10)	State	Population	Median Household Income	City Budget (\$ millions)
Fishers	Indiana	98,977	\$127,000	\$164
Carmel	Indiana	99,757	\$133,000	\$209
South Bend	Indiana	103,453	\$49,000	\$417
Lansing	Michigan	111,964	\$51,000	\$297
Springfield	Illinois	116,565	\$62,000	\$686
Evansville	Indiana	117,298	\$50,000	\$590
Warren	Michigan	135,832	\$62,000	\$349
Rockford	Illinois	148,278	\$51,000	\$214
Toledo	Ohio	265,304	\$45,000	\$970
Fort Wayne	Indiana	271,865	\$58,000	\$235
	75th percentile	145,167	\$62,000	\$547
	Median	116,932	\$54,500	\$323
	Average	146,929	\$68,800	\$413
	25th percentile	105,581	\$50,250	\$219
Aurora	Illinois	203,843	\$86,000	\$560
Percentile Rank		83%	82%	76%

Notes: 1. median household income data from the US Census Bureau 2. city budget is based on most recently published data of approved or pending budget

OTHER CITIES CONSIDERED

Cities were evaluated for inclusion in the final group based on population, comparable form of government (strong mayor with city council), similar community makeup (residential, commercial, and industrial interests), median household income, and city budget to the extent possible, as well as the availability of relevant data. The following cities were ultimately not included in the final peer group.

City (n=13)	State	Strong Mayor	Population	Median Household Income	City Budget (\$ millions)
Racine	Wisconsin	Yes	77,572	\$53,000	\$244
Sioux City	Iowa	No	85,797	\$64,000	\$638
Kenosha	Wisconsin	No	99,634	\$65,000	\$333
Davenport	Iowa	No	101,724	\$60,000	\$239
Elgin	Illinois	No	112,547	\$86,000	\$367
Peoria	Illinois	No	115,070	\$58,000	\$324
Ann Arbor	Michigan	No	117,971	\$79,000	\$564
Sterling Heights	Michigan	No	133,055	\$75,000	\$252
Naperville	Illinois	No	147,100	\$144,000	\$613
Joliet	Illinois	No	147,861	\$85,000	\$500
Grand Rapids	Michigan	No	195,908	\$62,000	\$690
Des Moines	Iowa	No	214,133	\$62,000	\$975
Madison	Wisconsin	Yes	252,557	\$75,000	\$680

Notes: 1. **median household income** data from the US Census Bureau 2. **city budget** is based on most recently published data of approved or pending budget



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