



# CITY OF AURORA, IL

Custom Compensation Survey: DRAFT

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AUGUST 2024



# TABLE OF CONTENTS

|                                  |   |
|----------------------------------|---|
| OVERVIEW & METHODOLOGY           | 3 |
| BENCHMARKING RESULTS: MAYOR      | 4 |
| BENCHMARKING RESULTS: ALDERMAN   | 5 |
| APPENDIX: PEER GROUP DEVELOPMENT | 6 |

# 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 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> 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        |
| <b>Aurora</b>          | <b>Illinois</b> | <b>203,843</b> | <b>\$560</b>              | <b>\$177,424</b> |
| <b>Percentile Rank</b> |                 | <b>83%</b>     | <b>76%</b>                | <b>Max</b>       |
| 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                        |
| <b>Aurora</b>          | <b>Illinois</b> | <b>203,843</b> | \$560                     | \$24,380   | 12                  | 2                        |
| <b>Percentile Rank</b> |                 | <b>83%</b>     | <b>76%</b>                | <b>54%</b> | <b>Max</b>          |                          |
| 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                     |
| <b>Aurora</b>          | <b>Illinois</b> | <b>203,843</b> | <b>\$86,000</b>         | <b>\$560</b>              |
| <b>Percentile Rank</b> |                 | <b>83%</b>     | <b>82%</b>              | <b>76%</b>                |

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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