



## MEMORANDUM

**Date** August 12, 2016  
**To** Alisia Lewis, Director of Human Resources, City of Aurora  
Sandra Strueber, Chief of Staff, Alderman's Office, City of Aurora  
**From** Joseph Henning, IOM, CAE, President & CEO, Aurora Regional Chamber  
**Subject** Elected Officials Compensation

The Aurora Regional Chamber of Commerce appreciates the City requesting its participation in the research, evaluation, and recommendation for compensation of our elected officials. As we have done previously, we reviewed the compensation for the chief executive officer and council members of the nine largest communities in the state (excluding the City of Chicago) as well as the local communities within our region.

The Aurora Regional Chamber of Commerce continues to recommend fair and competitive compensation for the mayoral and aldermanic positions. The Chamber recommends the following:

To bring the Mayor's salary in line with other communities in the comps, we recommend a five percent (5%) increase commencing May 7, 2017. The following three years, we recommend a maximum increase of 2.5% annually.

Further, based on the analysis, it appears the Aldermanic salary is in line with those municipalities in the peer group. As such, we recommend a maximum increase of 2.5% annually during the four years of the term.

Thank you for the opportunity to evaluate the current system and to offer our input. If we may be of further assistance, please let me know.