



Legislation Details (With Text)

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Title: An update on matters related to the formation and making of a recommendation as to fixing of compensation of elected officials pursuant to the Local Government Officer Compensation Act.

Sponsors:

Indexes:

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Attachments:

| Date | Ver. | Action By | Action | Result |
|-----------|------|------------------------|---------------------|--------|
| 7/2/2024 | 1 | Committee of the Whole | | |
| 6/27/2024 | 1 | Finance Committee | discussed and filed | |

TO: Mayor Richard C. Irvin

FROM: Mayor's Office
Human Resources

DATE: June 25, 2024

SUBJECT:

An update on matters related to the formation and making of a recommendation as to fixing of compensation of elected officials pursuant to the Local Government Officer Compensation Act.

PURPOSE:

To determine if an external vendor should be utilized for the purpose of making a recommendation regarding compensation for elected officials pursuant to the Local Government Compensation Act.

BACKGROUND:

On Tuesday, June 14, 2024 staff provided options on a compensation study in compliance with the Local Government Officer Compensation Act. The Finance Committee directed staff to obtain a proposal from the city's current compensation study vendor and report at the next meeting.

DISCUSSION:

The vendor, Korn Ferry (KF) using the Hay Method, provided an estimate of \$23,940.00 for this project. It would include:

- Evaluation of the Aldermanic and Mayoral compensation
- Create a custom peer group of up to 15 Midwest cities comparable in size to Aurora
- Gather publicly available data for the role of Mayor and Alderman for each city in the peer group
- Analysis and presentation of the publicly available data gathered

- Market pricing of each job by KF Hay points against the KF database for public sector
- Formal write up and delivery of analysis
- Delivery in 2-3 weeks

IMPACT STATEMENT:

Utilizing an external vendor for the compensation study would have a positive impact the compensation study for elected officials.

RECOMMENDATIONS:

Staff requests direction as to how to proceed.

cc: Finance Committee