



Legislation Text

File #: 24-0506, **Version:** 1

TO: Mayor Richard C. Irvin

FROM: Human Resources Department

DATE: June 27, 2024

SUBJECT:

A resolution requesting authorization to utilize Korn Ferry on matters related to the formation and making of a recommendation for compensation adjustments of elected officials pursuant to the Local Government Officer Compensation Act.

PURPOSE:

Requesting authorization for Korn Ferry to conduct a market survey for the purpose of making recommendations regarding compensation for elected officials pursuant to the Local Government Compensation Act.

BACKGROUND:

Illinois law places the duty of setting the compensation of the Mayor and the Aldermen on the Council.

Korn Ferry is a current vendor of the city, known for the "Hay Study" making compensation and benefit recommendations for city employees. At the request of the Finance Committee, Human Resources obtained a quote. The quote was presented and received consensus at the Thursday, June 27, 2024 Finance Committee, staff was directed to create an item for consideration on new business at the Tuesday, July 2, 2024 Committee of the Whole Meeting.

DISCUSSION:

Korn Ferry (KF) is a current vendor of the city, known for the "Hay Study" making compensation and benefit recommendations for city employees. At the request of the Finance Committee, Human Resources obtained a quote. The quote was presented and received consensus at the Thursday, June 27, 2024 Finance Committee, staff was directed to create an item for consideration on new business at the Tuesday, July 2, 2024 Committee of the Whole Meeting.

The study will include the following:

- Evaluation of the Aldermanic and Mayoral compensation;
- Create a custom peer group of up to 15 Midwest cities comparable in size complexity and governance style 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.

When the report becomes available, a presentation will be provided regarding the recommendations at the Finance Committee.

Funds for this study are available in account 101-1006-419-3220.

IMPACT STATEMENT:

Approval of this resolution will provide for a third-party vendor to conduct a study and provide recommendations for Elected Officials Compensation.

RECOMMENDATIONS:

Staff requests approval of this resolution.



CITY OF AURORA, ILLINOIS

RESOLUTION NO. _____
DATE OF PASSAGE _____

A Resolution authorizing the engagement of Korn Ferry for consulting services related to the compensation of the City's elected officials in a total contract amount not to exceed \$23,940.00. WHEREAS, the City of Aurora has a population of more than 25,000 persons and is, therefore, a home rule unit under subsection (a) of Section 6 of Article VII of the Illinois Constitution of 1970; and

WHEREAS, subject to said Section, a home rule unit may exercise any power and perform any function pertaining to its government and affairs for the protection of the public health, safety, morals, and welfare; and

WHEREAS, the Local Government Officer Compensation Act provides that the corporate authorities of each unit of local government must fix the compensation of its elected officials not less than 180 days prior to the commencement of the term of their terms; and

WHEREAS, the City Council last fixed the compensation of its elected officials in 2020; and

WHEREAS, the City Council wishes to conduct a comprehensive study of the compensation paid to elected officials in similar communities to determine to what extent, if any, an adjustment in elected compensation is required; and

WHEREAS, Korn Ferry is a management consulting firm that has conducted compensation reviews

for City employee positions in the past, including the Hay Job Evaluation process the City Council uses to determine the appropriate classifications and salaries for City employees; and

WHEREAS, the City Council wishes to engage Korn Ferry for the purpose of conducting a study of and making a recommendation as to the compensation of the Mayor and City Council..

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Aurora, Illinois, as follows: that the engagement of Korn Ferry for the purposes of providing advice on matters related to the formation and making of a recommendation for compensation adjustments of elected officials pursuant to the Local Government Officer Compensation Act shall be and hereby is approved; and further

BE IT RESOLVED, that the total contract amount to be paid to Korn Ferry for such services shall not exceed \$23,940.00 .