



## Legislation Text

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File #: 24-0490, Version: 1

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**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