

2017 Base Salary Structure Review

Recommendations

City of Bloomington

June 2017



Contents

1 OVERVIEW

2 MARKET ANALYSIS & RECOMMENDED BASE SALARY STRUCTURES



1 Overview



Overview

The City of Bloomington engaged Hay Group to update their formal compensation structure for positions using an internal value system combined with an external pricing methodology

- The City of Bloomington desires to implement defined and consistent grade levels across the organization to appropriately differentiate jobs based on knowledge and skills
- This grading system will support a pay structure that is easier to understand and execute, and will allow the City of Bloomington to more easily educate employees on the system
- The City of Bloomington has not adjusted Salary Structures since 2013, which will be reflected by the size of the recommendations



2

Market Analysis & Base Salary Structure Recommendations



Executive Salary Structure

To determine the market competitiveness of The City of Bloomington's salary structures, Hay Group utilized the following database:

- Hay Group's General Market Survey – Public Sector & Hospitals ONLY
 - This is a special cut of our broad national market of over 600 companies consisting of all types of jobs from all industries and is a stable marketplace for setting compensation policies
 - Grade Minimum and Maximum are plus/minus 25% and 20% respectively
 - Overall, increases will be approximately 11.0% based off of data for the Hay Grade 19 data and extrapolated to the other grades for consistency

Hay Grade	Grade	Midpoint	Current Base Salary Structure			Recommended Base Salary Structure			
			75% Min	Median	120% Max	75% Min	Rec Median	120% Max	% increase
19	Q-EX	674	\$87,914	\$109,893	\$131,871	\$91,160	\$121,540	\$145,850	11%
20	R-EX	807	\$91,797	\$114,746	\$137,695	\$95,180	\$126,907	\$152,290	11%
21	S-EX	968	\$96,496	\$120,620	\$144,745	\$100,050	\$133,404	\$160,080	11%
22	T-EX	1153	\$101,896	\$127,370	\$152,844	\$105,650	\$140,869	\$169,040	11%
23	U-EX	1384	\$108,639	\$135,799	\$162,958	\$112,640	\$150,192	\$180,230	11%
24	V-EX	1654	\$116,520	\$145,650	\$174,780	\$120,820	\$161,087	\$193,300	11%
25	W-EX	1971	\$125,773	\$157,216	\$188,660	\$130,410	\$173,879	\$208,650	11%



Command Staff Salary Structure

To determine the market competitiveness of The City of Bloomington's salary structures, Hay Group utilized the following database:

- Hay Group's General Market Survey – Public Sector & Hospitals ONLY
 - This is a special cut of our broad national market of over 600 companies consisting of all types of jobs from all industries and is a stable marketplace for setting compensation policies
 - Grade Minimum and Maximum are plus/minus 25% and 20% respectively
 - Overall, increases will be approximately 11.0% based off of data for the Hay Grade 19 data and extrapolated to the other grades for consistency

Hay Grade	Grade	Midpoint	Current Base Salary Structure			Recommended Base Salary Structure			
			75% Min	Median	120% Max	75% Min	Rec Median	120% Max	% increase
17	O-CS	479	\$82,873	\$103,591	\$124,309	\$85,930	\$114,570	\$137,480	11%
18	P-CS	566	\$88,074	\$110,093	\$132,111	\$91,320	\$121,761	\$146,110	11%
19	Q-CS	674	\$94,169	\$117,710	\$141,253	\$97,640	\$130,185	\$156,220	11%
20	R-CS	807	\$98,879	\$123,598	\$148,317	\$102,520	\$136,698	\$164,040	11%
21	S-CS	968	\$105,020	\$130,480	\$155,940	\$108,230	\$144,309	\$173,170	11%



Exempt Salary Structure

To determine the market competitiveness of The City of Bloomington's salary structures, Hay Group utilized the following database:

- Hay Group's General Market Survey
 - This is a broad national market of over 600 companies consisting of all types of jobs from all industries and is a stable marketplace for setting compensation policies
 - Recommended salary ranges target the 50th Percentile of the market
 - Grade Minimum and Maximum are plus/minus 20%
 - Overall, increases range from 4.9% to 10.0%

Grade	Midpoint	Current Base Salary Structure			Recommended Base Salary Structure			% increase
		Minimum	Midpoint	Maximum	80% Min	Rec Midpoint	120% Max	
J	210	\$38,620	\$47,230	\$54,477	\$39,620	\$49,530	\$59,440	4.9%
K	248	\$44,707	\$53,284	\$61,861	\$45,280	\$56,600	\$67,920	6.2%
L	291	\$49,610	\$60,073	\$70,536	\$51,100	\$63,870	\$76,640	6.3%
M	342	\$54,655	\$67,745	\$80,834	\$59,050	\$73,810	\$88,570	9.0%
N	404	\$62,230	\$77,788	\$93,345	\$68,710	\$85,890	\$103,070	10.4%
O	479	\$72,341	\$90,426	\$108,511	\$79,600	\$99,500	\$119,400	10.0%
P	566	\$84,029	\$105,037	\$126,044	\$92,410	\$115,510	\$138,610	10.0%



Non Exempt Salary Structure

To determine the market competitiveness of The City of Bloomington's salary structures, Hay Group utilized the following database:

- Hay Group's Local Area Pay Survey
 - This is a broad national market of over 1,000 companies consisting of all types of jobs from all industries and is a stable marketplace for setting compensation policies
 - Recommended midpoints target the 50th Percentile of the market
 - Grade Minimum and Maximum are plus/minus 15%
 - Market movement for non-exempt positions over the past four years has been much more conservative than the exempt market, with overall increases ranging from 2.7% to 6.0%

Grade	Midpoint	Current Base Salary Structure			Recommended Base Salary Structure			
		Minimum	Midpoint	Maximum	85% Min	Rec Midpoint	115% Max	% increase
G	125	\$31,849	\$37,470	\$43,090	\$32,700	\$38,470	\$44,240	2.7%
H	148	\$34,432	\$40,519	\$46,580	\$35,400	\$41,650	\$47,900	2.8%
I-NE	176	\$35,442	\$41,694	\$47,945	\$37,550	\$44,180	\$50,810	6.0%
J-NE	210	\$39,177	\$46,108	\$53,014	\$41,440	\$48,750	\$56,060	5.7%
K-NE	248	\$43,412	\$51,057	\$58,726	\$45,770	\$53,850	\$61,930	5.5%
L-NE	291	\$48,189	\$56,680	\$65,195	\$50,680	\$59,620	\$68,560	5.2%
M-NE	342	\$52,752	\$63,297	\$73,843	\$56,490	\$66,460	\$76,430	5.0%

