

CPS HR CONSULTING

Classification and Total Compensation Study

Presented to:
City of Bell



Presented by:
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Agenda

- Overview/discussion - Compensation Study Parameters Memorandum from CPS HR dated December 7, 2011
 - Labor Market Selection Criteria
 - Recommended Labor Market Agencies
 - Survey Classifications
 - Scope of Data Collection
- Next Steps

Labor Market Selection Criteria

- Agency size
 - Population served
 - Number of employees
 - Per capita spending
- Geographic proximity
- Industry

Recommended Labor Market Agencies

Los Angeles County

- City of Bell Gardens
- City of Covina
- City of Huntington Park
- City of La Mirada
- City of Lynwood
- City of Monterey Park
- City of Paramount

- City of Pico Rivera
- City of San Gabriel
- LA County Sheriff
[Police Officer only]

Orange County

- City of Cypress
- City of Placentia

Recommended Labor Market Agencies

- Total of eleven agencies
- Seven cities have their own police department
- Per capita spending within +/- 25% of City of Bell
 - Seven agencies with lower per capita
 - Four agencies with higher per capita
- Size – all larger than City of Bell but no larger than twice its size in terms of population served
- Private sector data – published data sources

Survey Classifications

- Total of thirty-three [33] survey classifications
 - Nine [9] management
 - One [1] public safety
 - Seventeen [17] miscellaneous
 - Six [6] part-time

Scope of Data Collection

- Minimum and maximum monthly salaries
- Cash add-ons which are agency contributions to
 - Deferred compensation
 - Retirement pickup
 - Longevity pay
 - Education incentives

Scope of Data Collection

- Costs/details of health programs such as
 - Employer/employee contribution to most commonly used medical, dental and vision plans
 - Life insurance benefit and cost
 - Long term disability benefit and cost

Scope of Data Collection

- Employer retirement practices including
 - Type of program
 - Benefit offered [i.e. 2%@60, etc.]
 - Benefit formula [i.e. average of three years, etc.]
 - Agency contribution to retirement
 - Social Security practices
- Paid time off practices

Next Steps