

COMPENSATION SURVEYS & TRENDS IN 2022

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Koff & Associates
A Gallagher Company

SURVEY METHODOLOGY



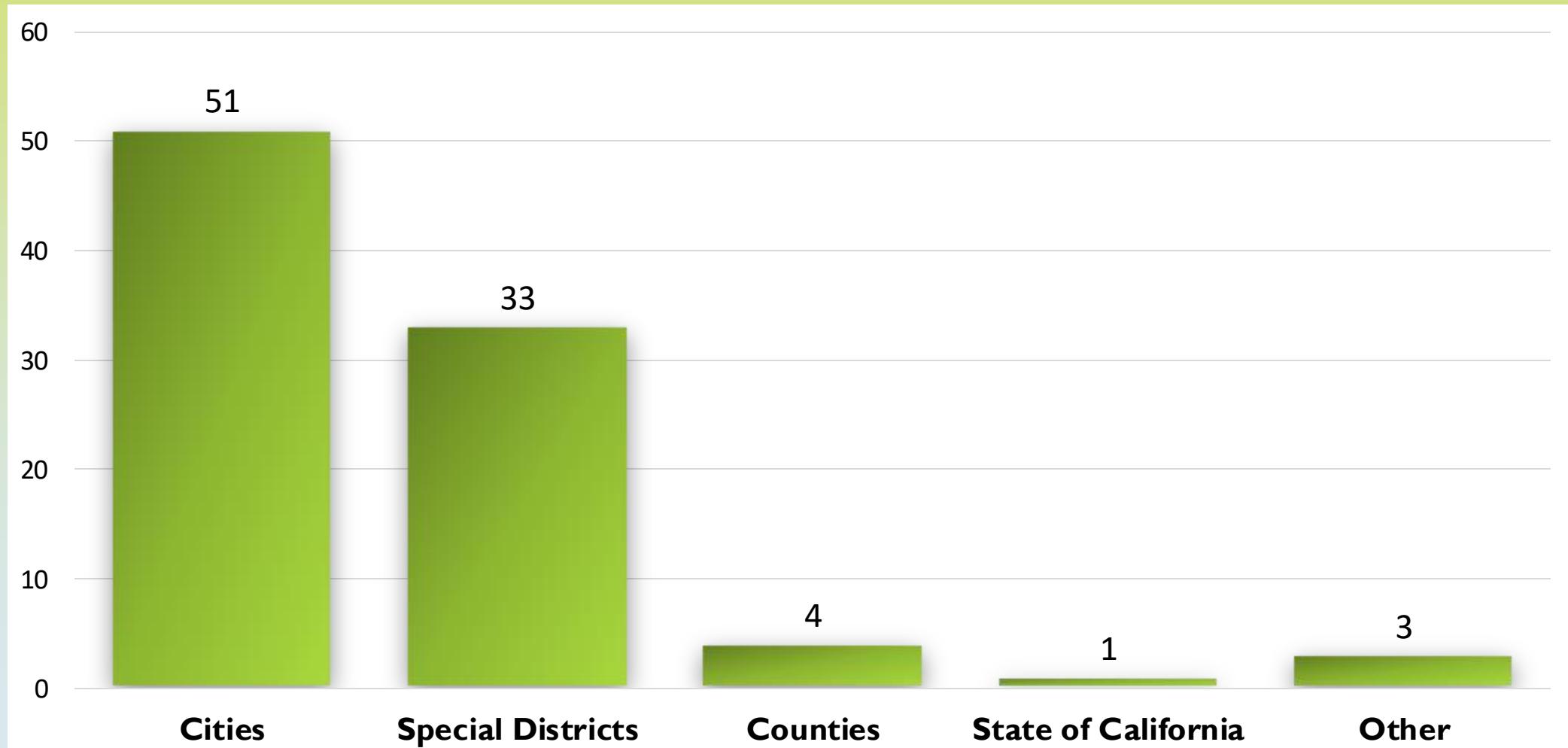
Survey sent to
past/current
clients via email
and posted on
LinkedIn

Agencies given
1 month to
complete a 21-
question
survey

Total of 115
results collected
August 30 and
compiled by
Koff &
Associates

Types of Agencies Responding to Survey

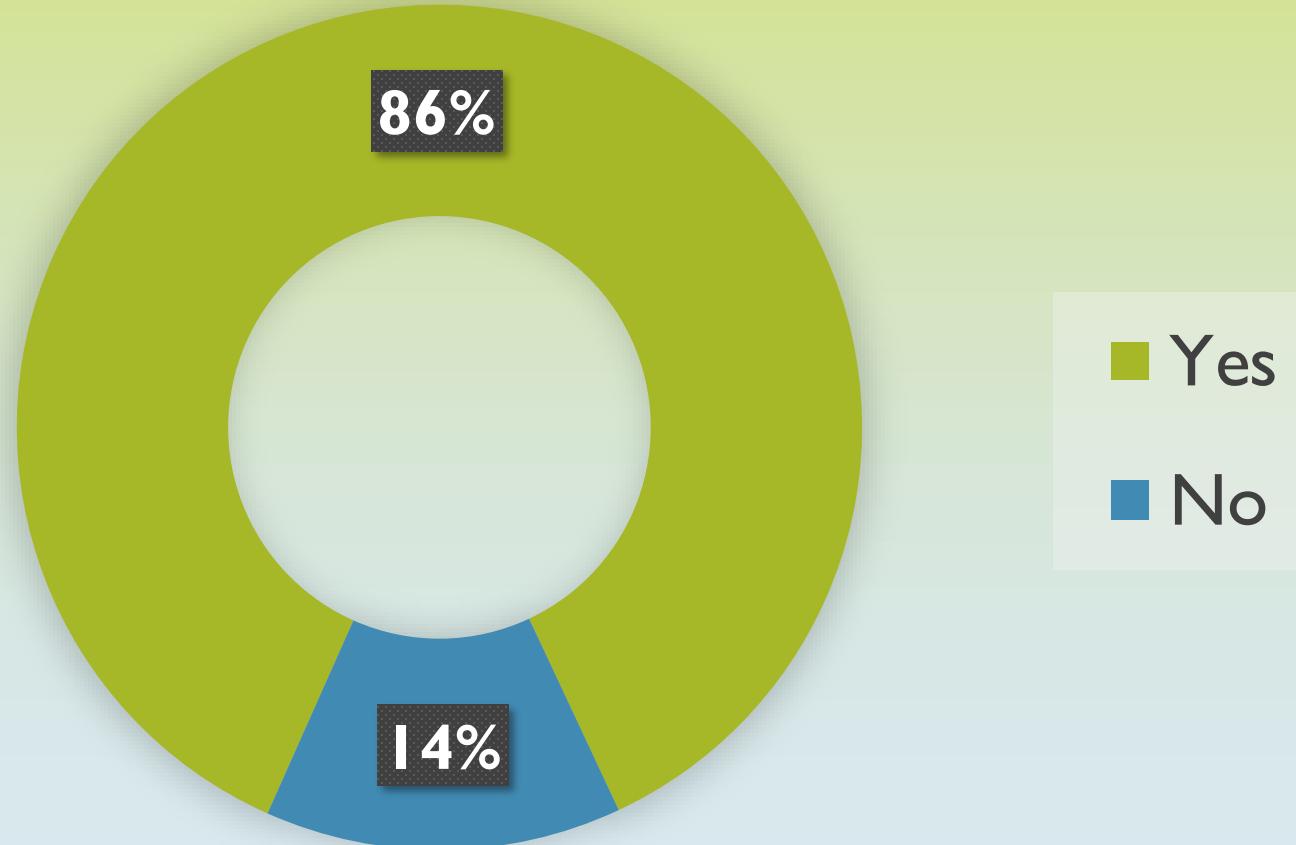
Total of 92 Responses



2022 Salary Increases



Has your agency agreed to provide a Cost-of-Living Adjustment (COLA) to any of your bargaining groups and/or your unrepresented employees effective in 2022?



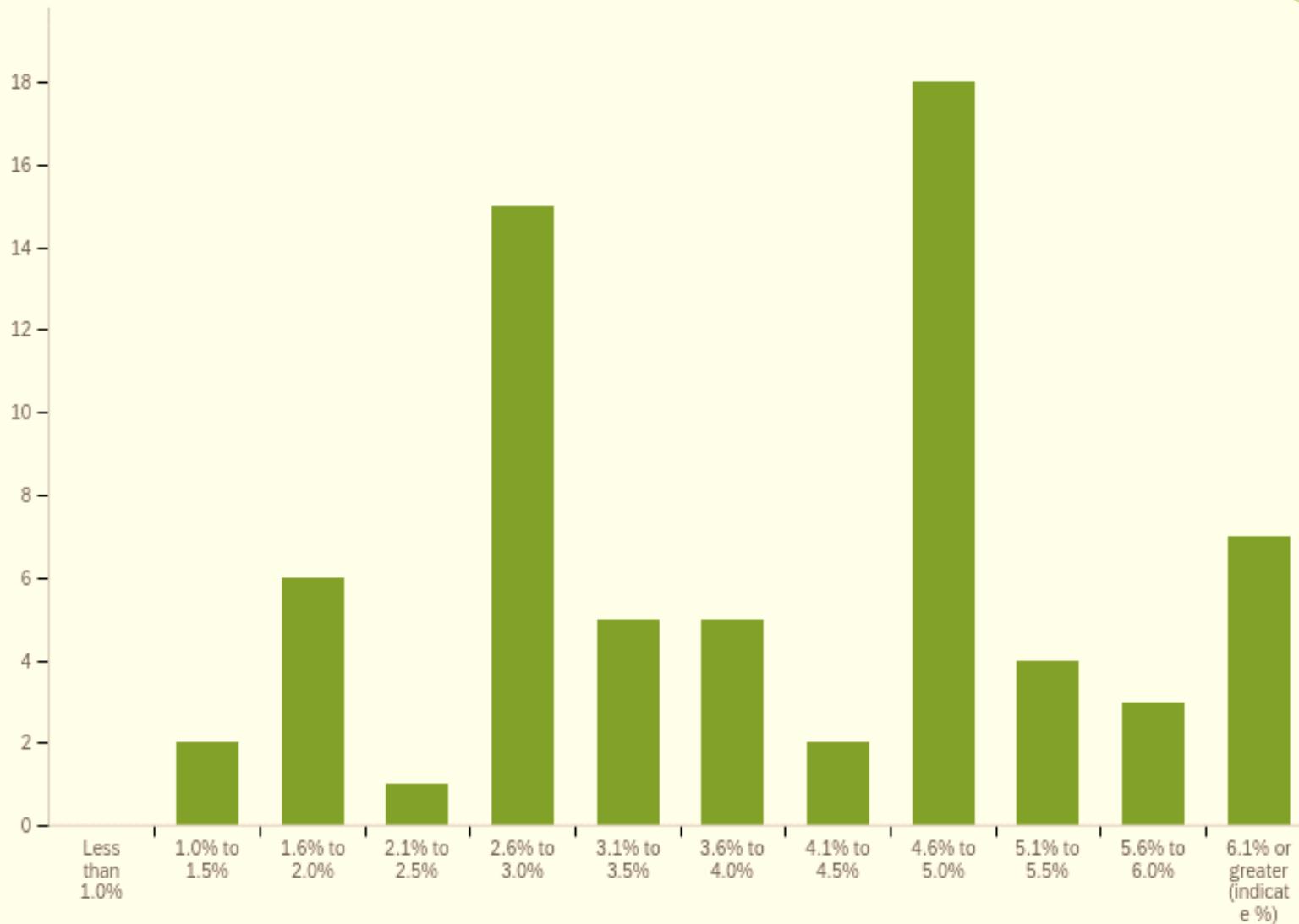
Weighted Average COLA granted to employees in 2022



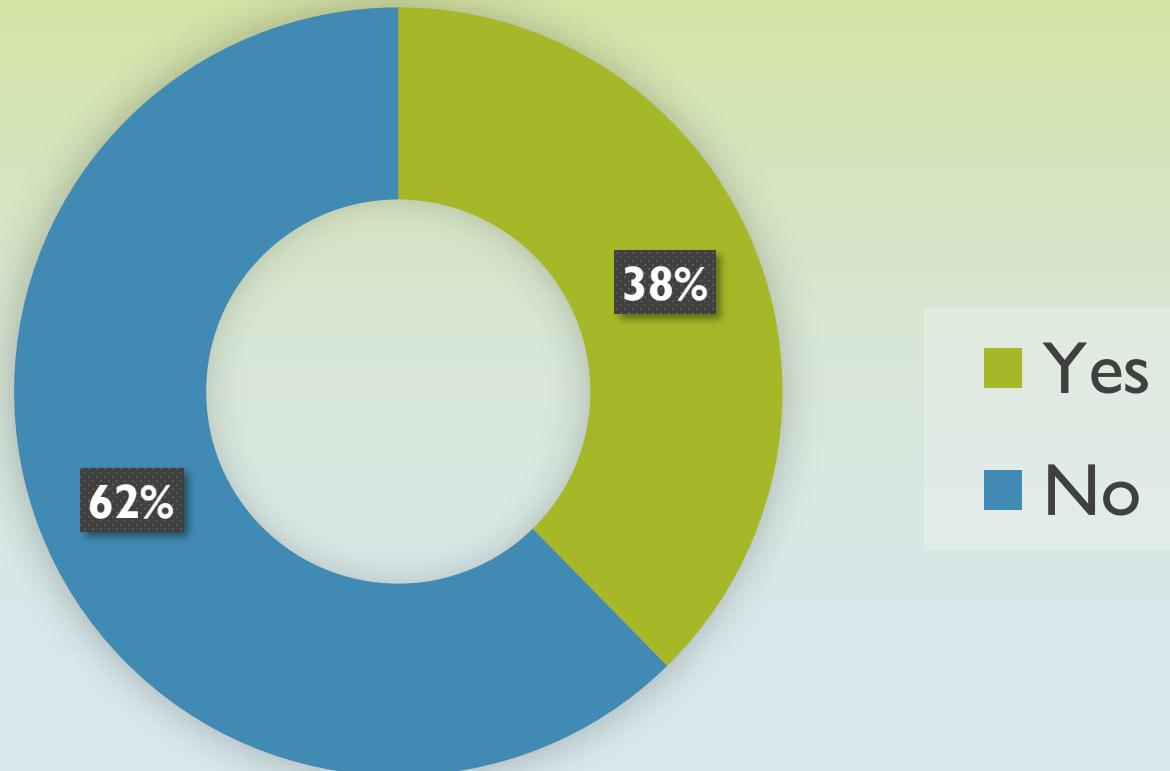
4.2%

Note: CPI was around 8.0% in early 2022

How much of a COLA has your agency granted for the majority of your agency's employees during 2022?



Has your agency agreed to provide any compensation adjustments based on a market (i.e., salary or total compensation) survey to any of your bargaining groups and/or unrepresented employees, regardless of a COLA, in 2022?

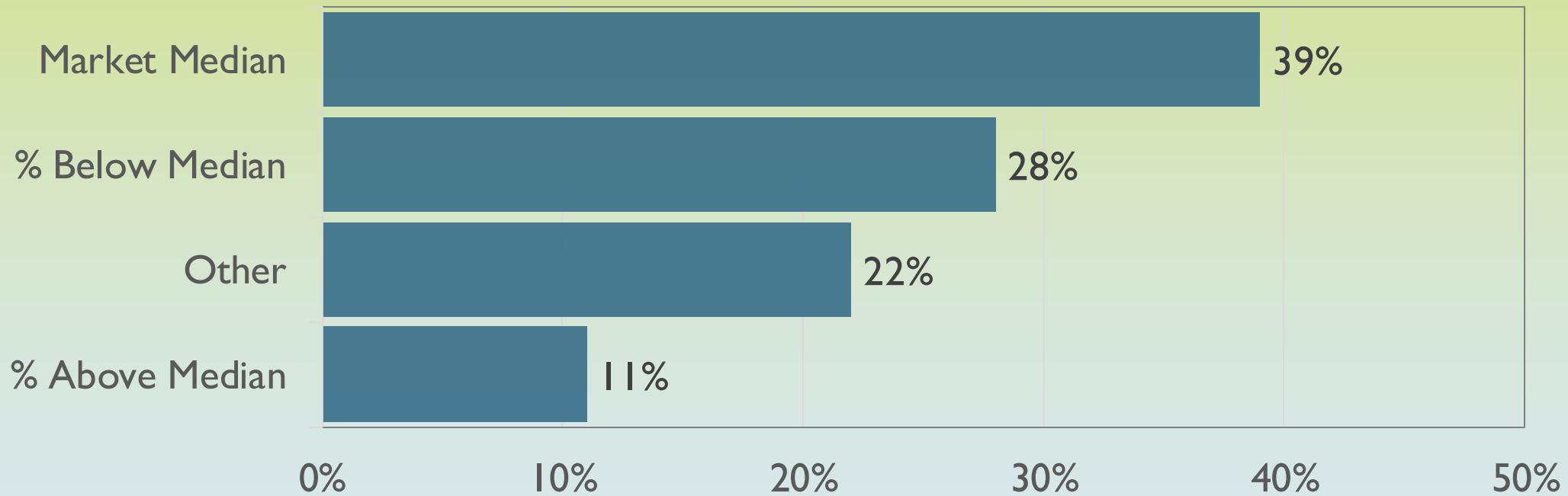


What was the average amount of labor market adjustment, regardless of a COLA, granted to your classifications that received a market adjustment in 2022?



5.1%

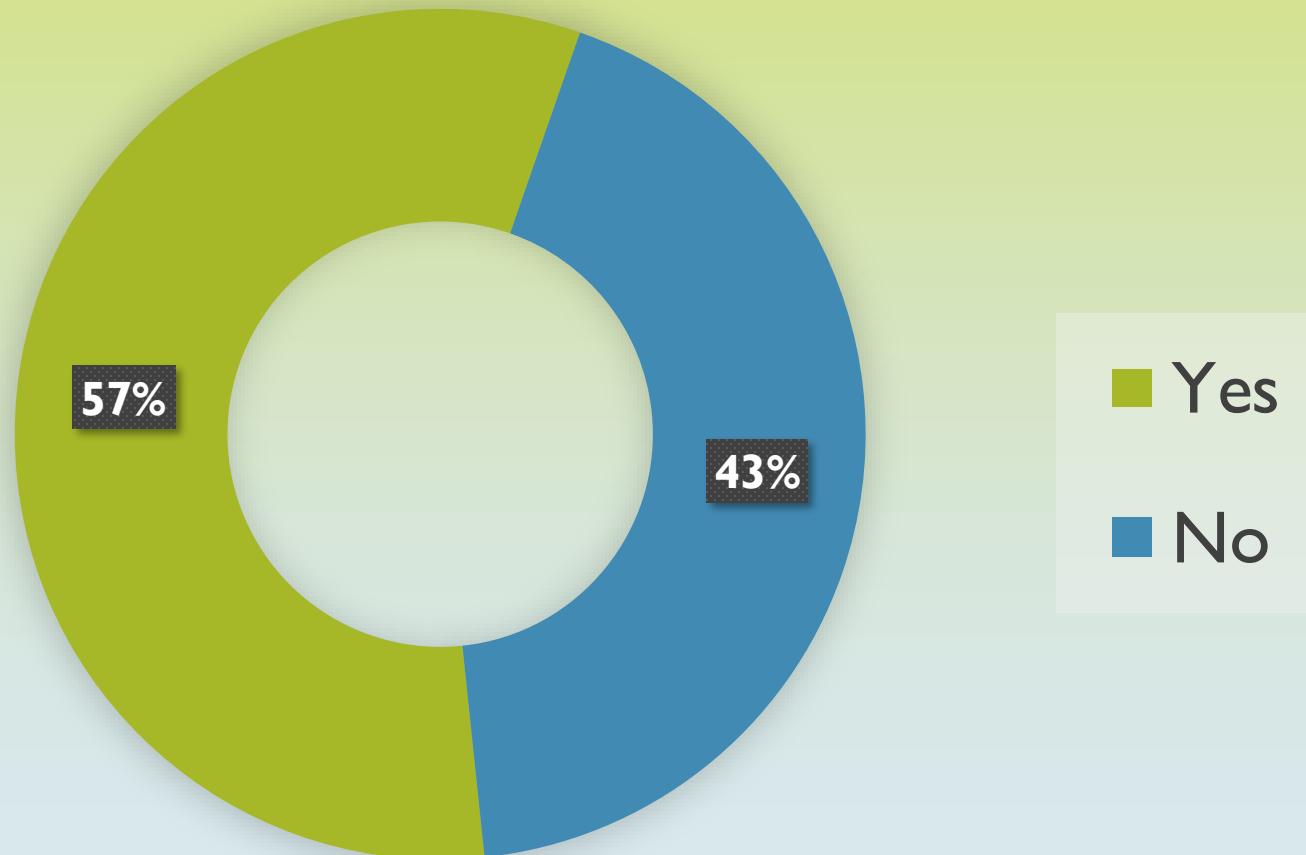
If your agency did provide any salary equity increases based on a market study, what was the compensation philosophy, or survey metric, your agency used?



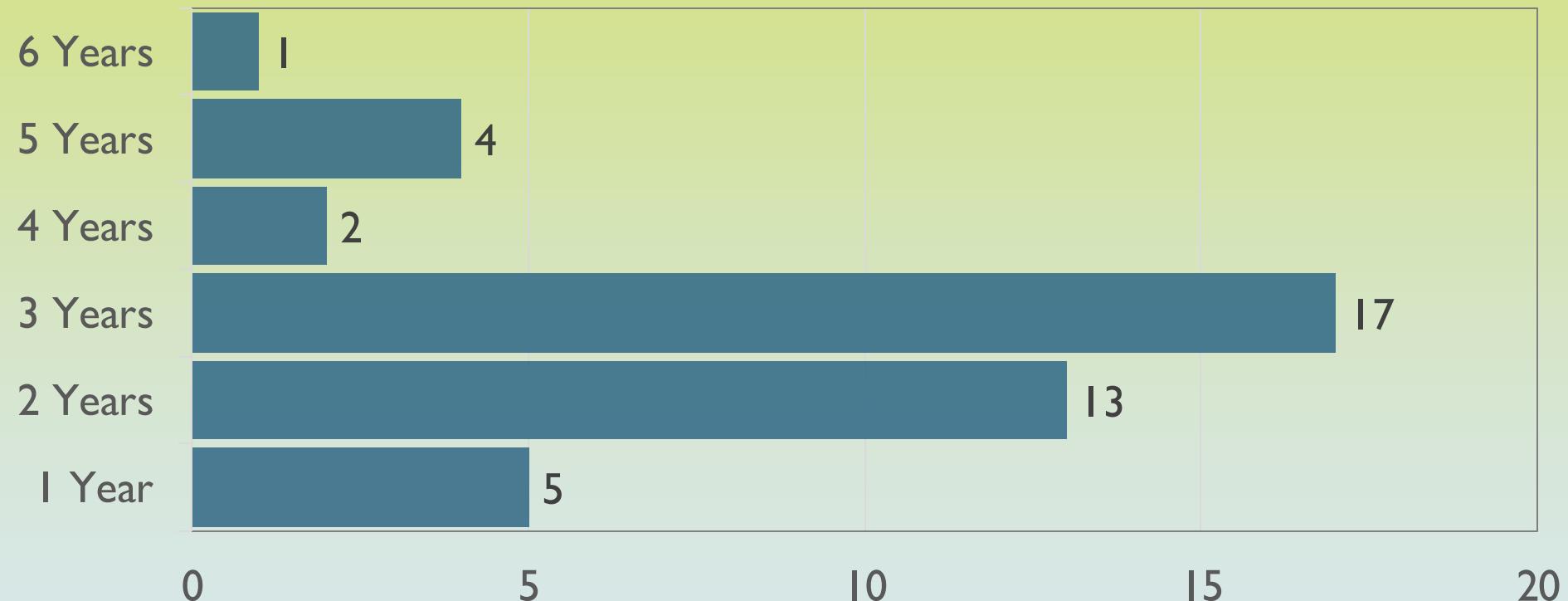
2022 MOU's



Has your agency adopted any new labor agreement(s) in 2022?



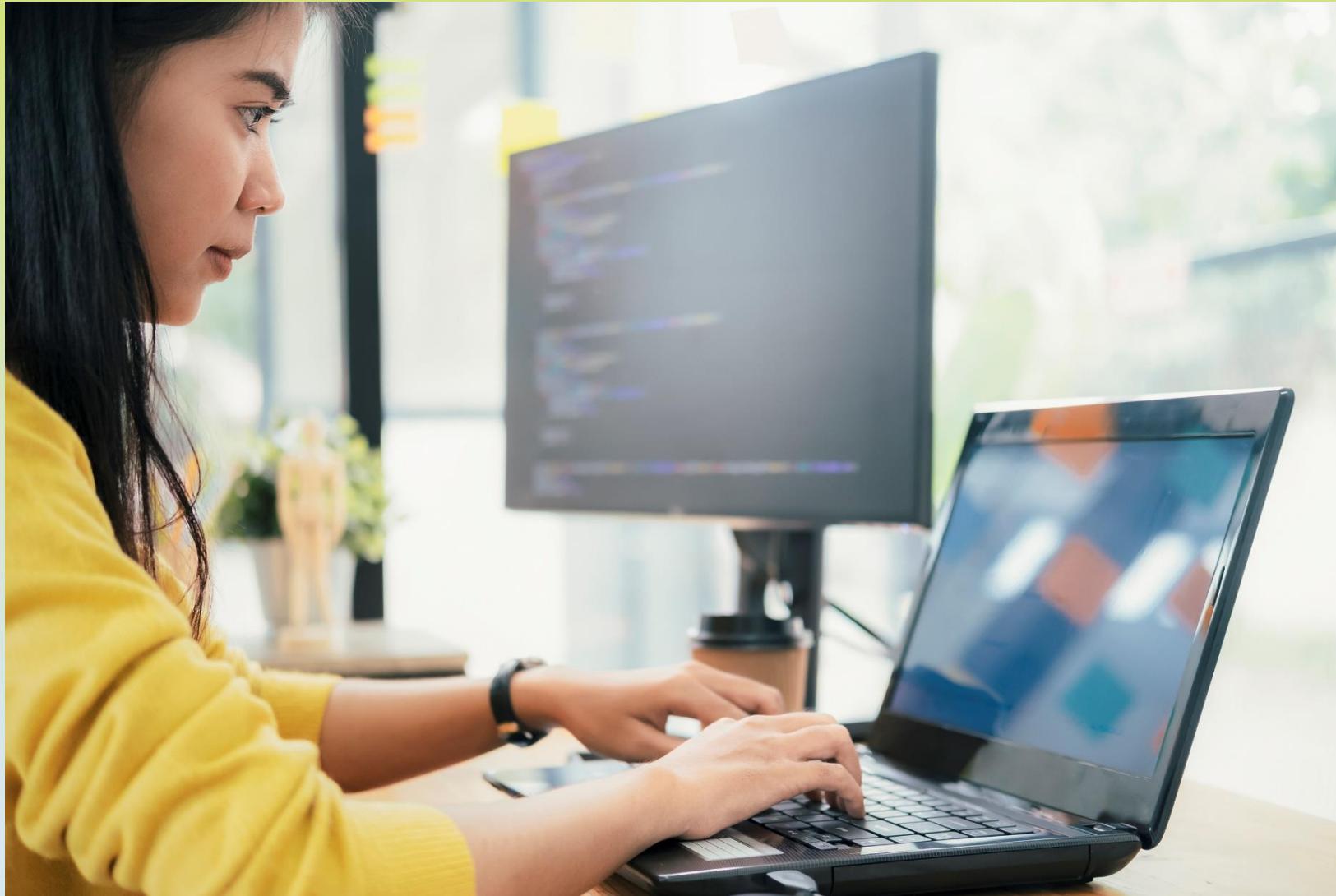
What is the length of any new labor agreement(s) your agency negotiated during 2022?



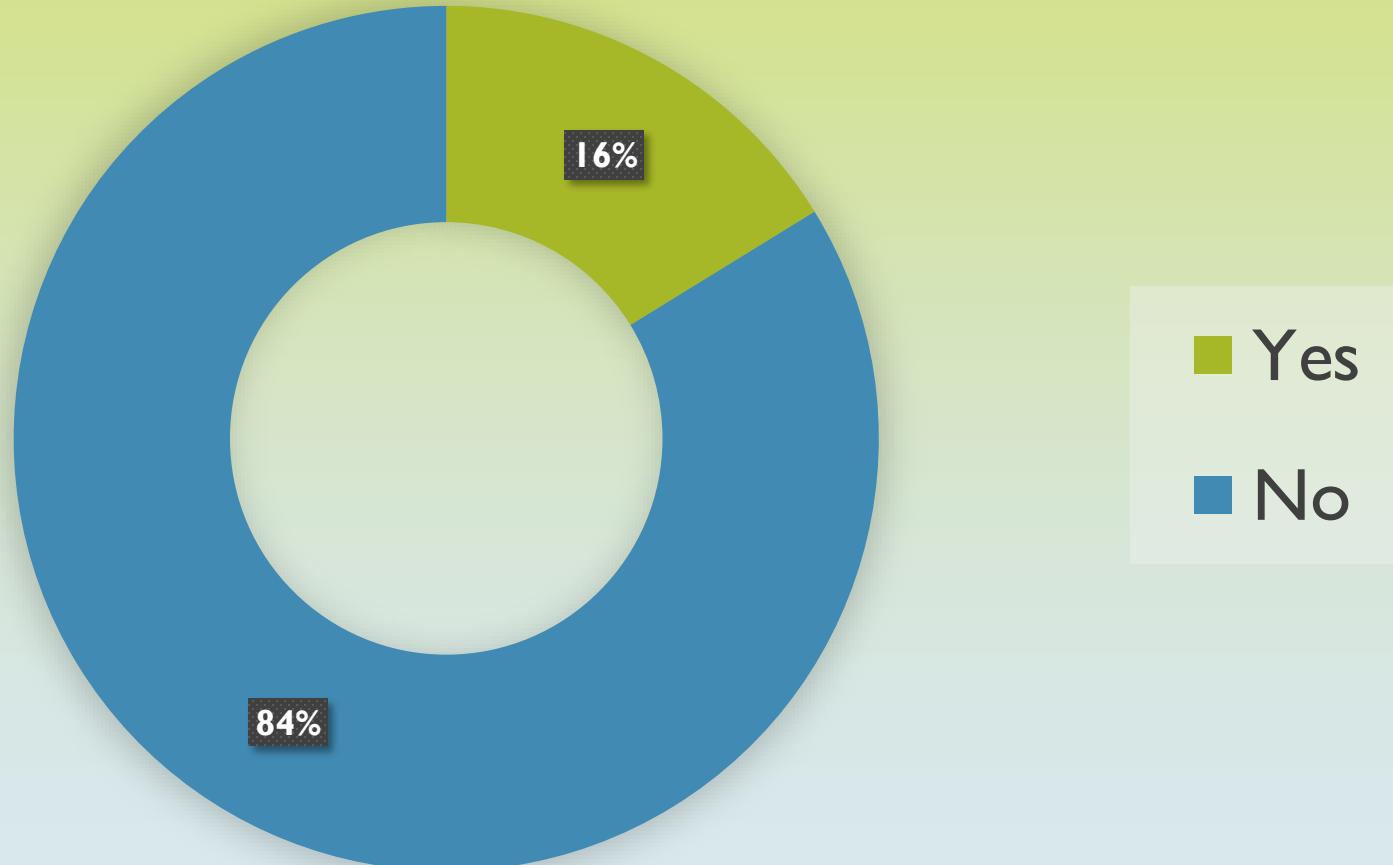
Weighted Average Length of Labor Agreements
Negotiated in 2022

2.8 years

Working from Home

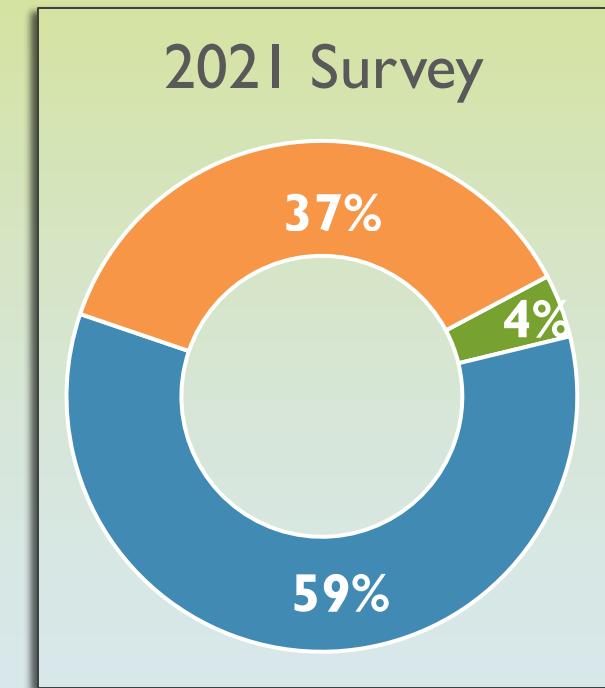
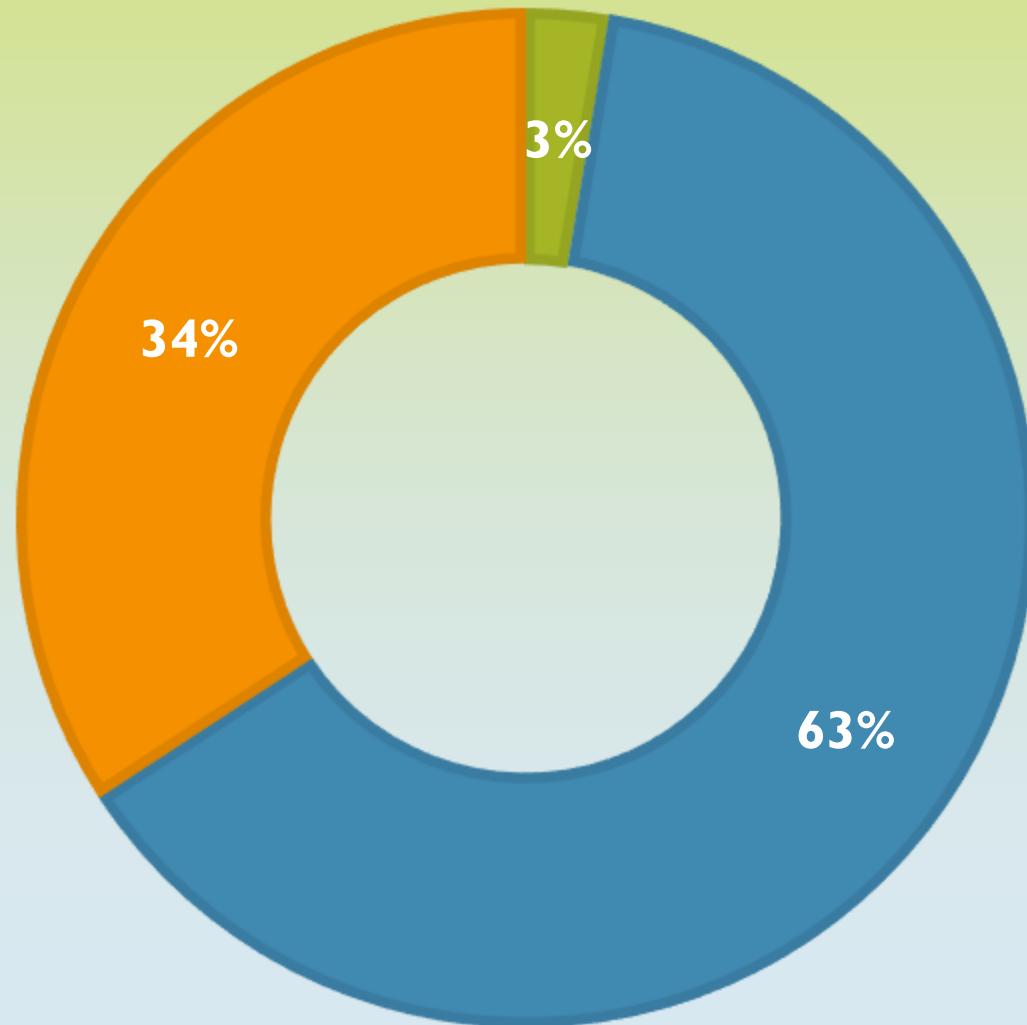


Did any of your labor groups negotiate with your agency regarding a Work from Home provision in their MOU?



Does your agency allow any employees to work from home?

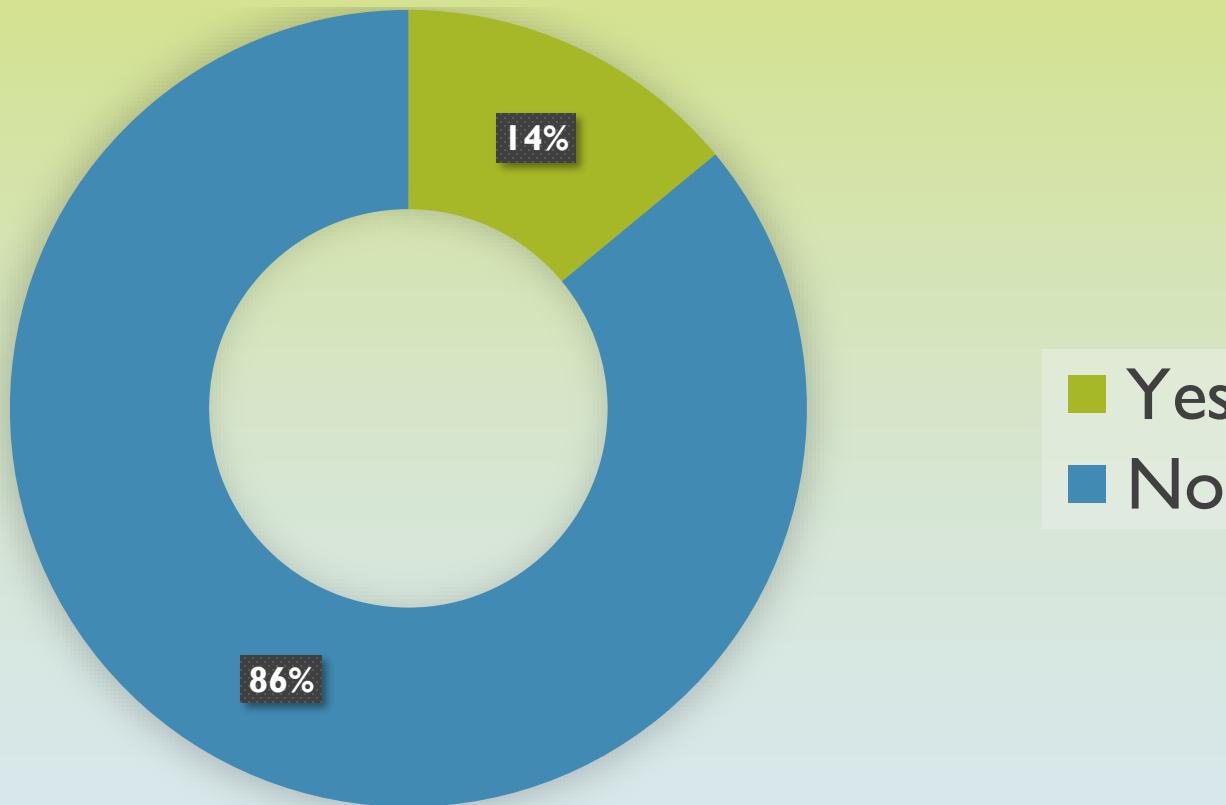
■ Yes- Full Time ■ Yes- Hybrid ■ No



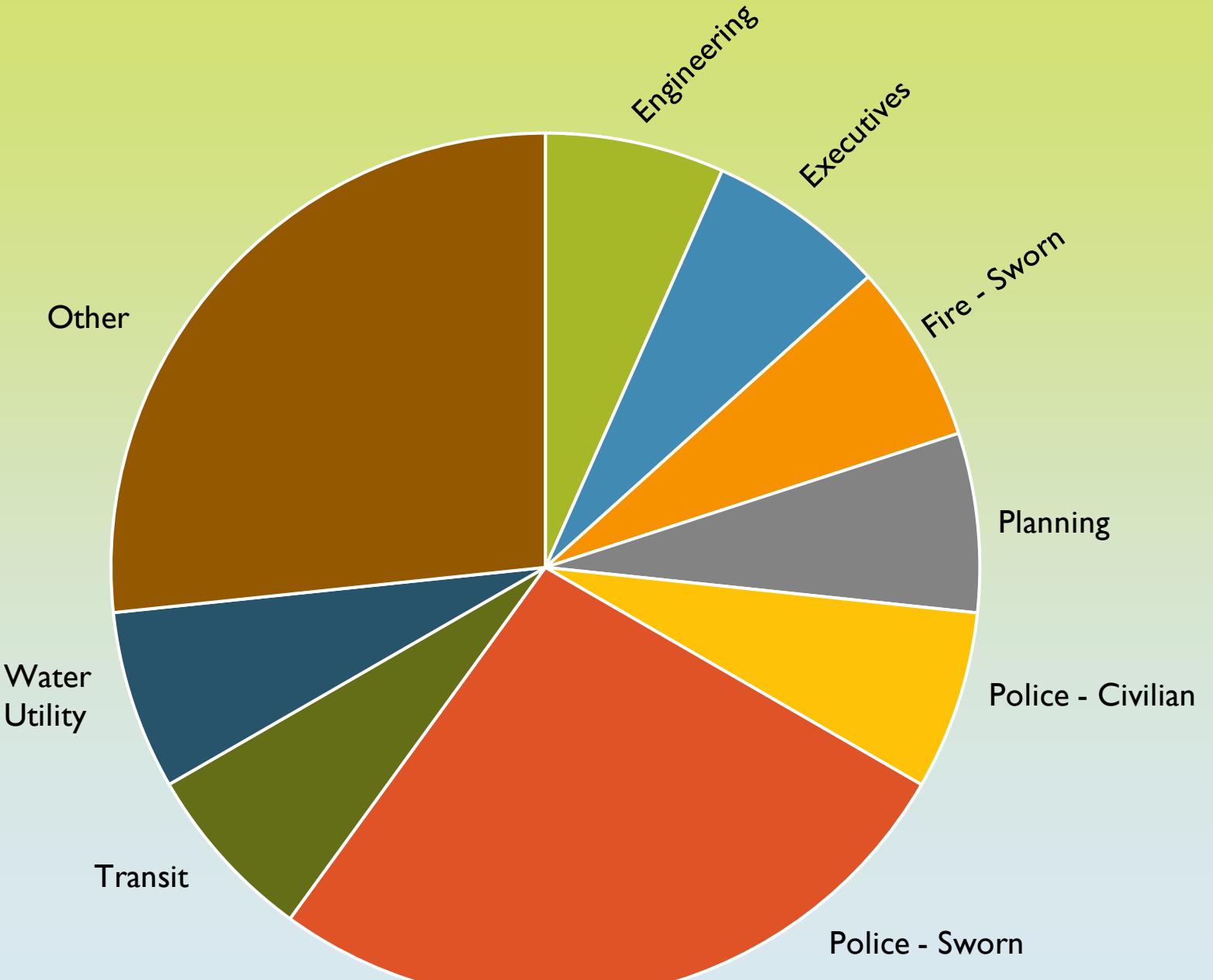
Talent Acquisition and Retention



Does your agency offer, or plan to offer, a Hiring Bonus for New Hires in 2022?



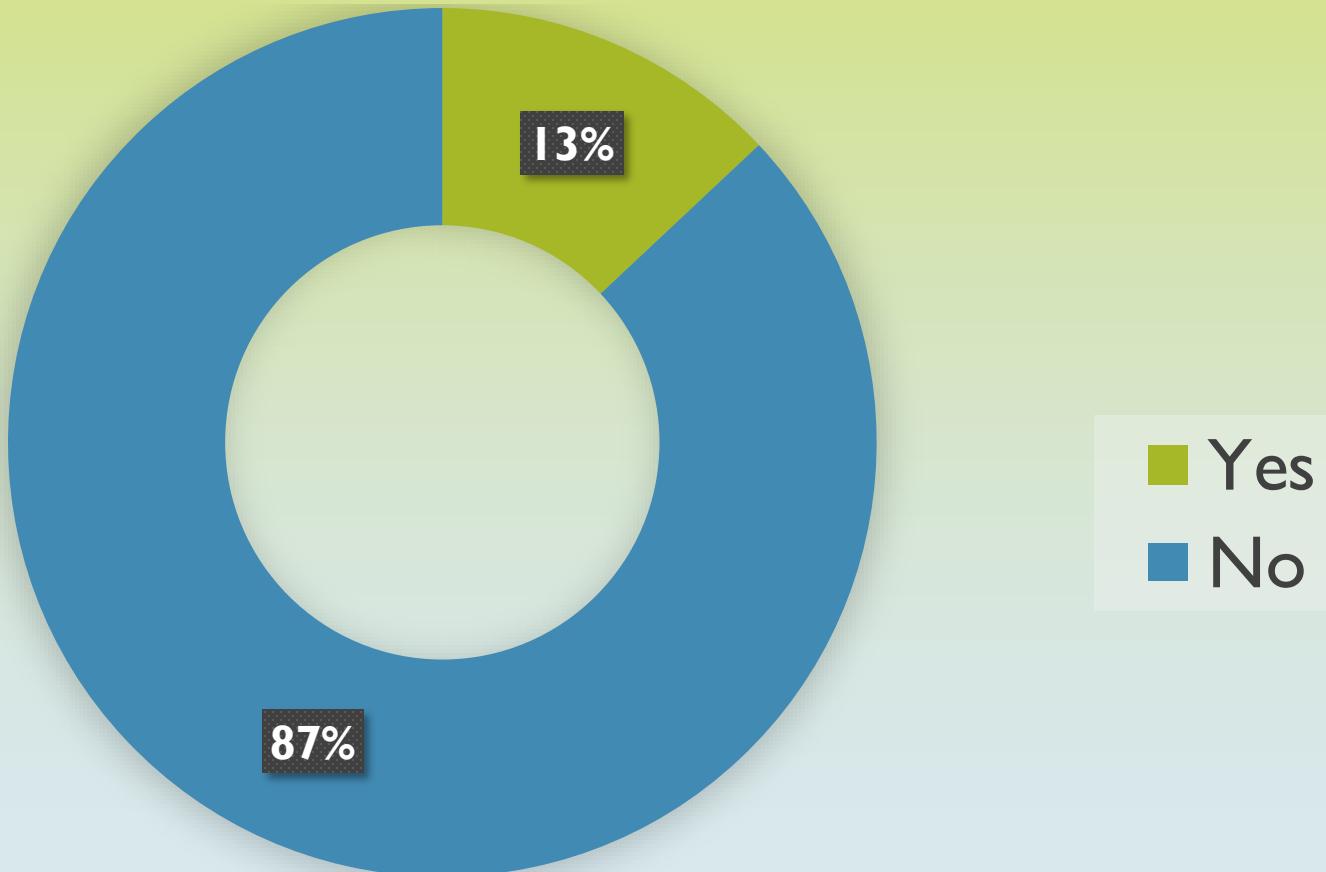
Types of Positions Eligible for Hiring Bonuses in 2022



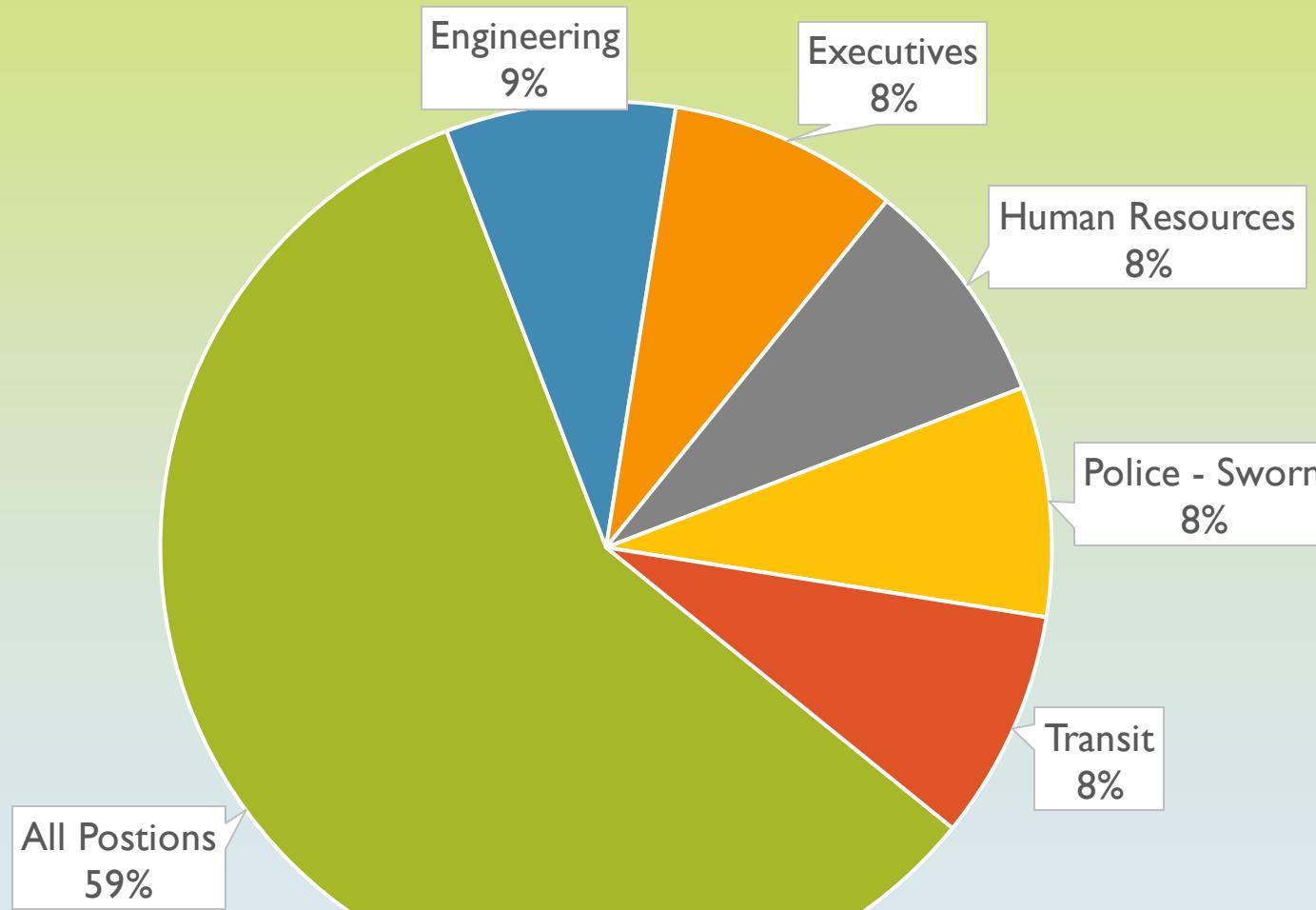
What was the Amount of Hiring Bonus granted in 2022?



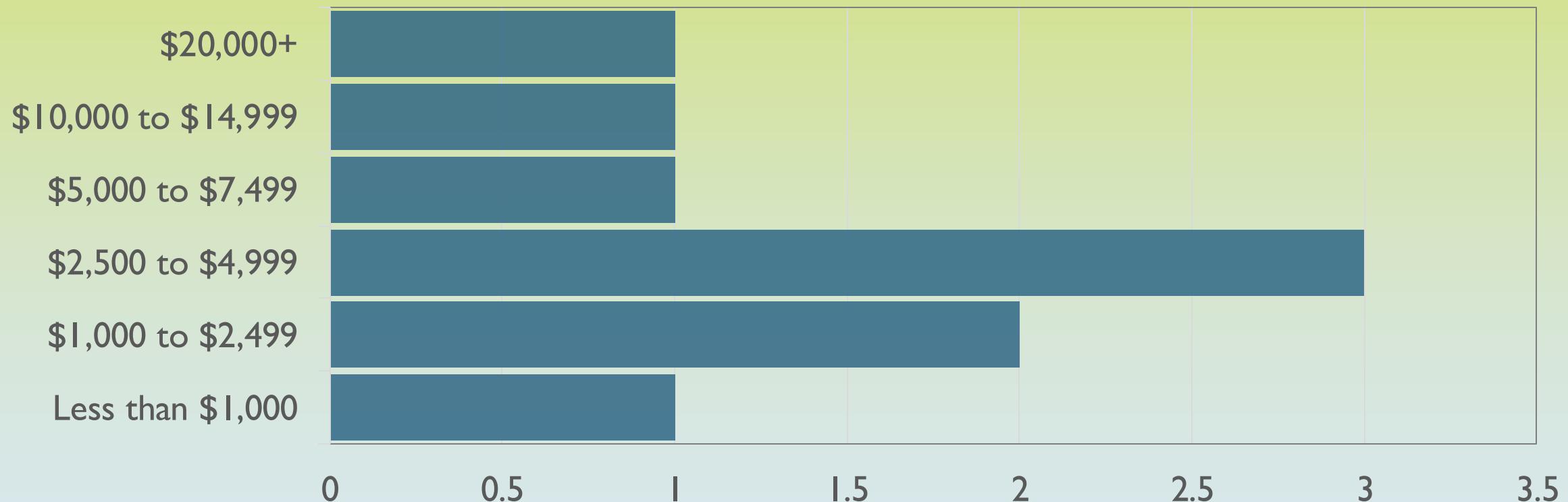
Does your agency offer, or plan to offer, a Retention Bonus for Existing Employees in 2022?



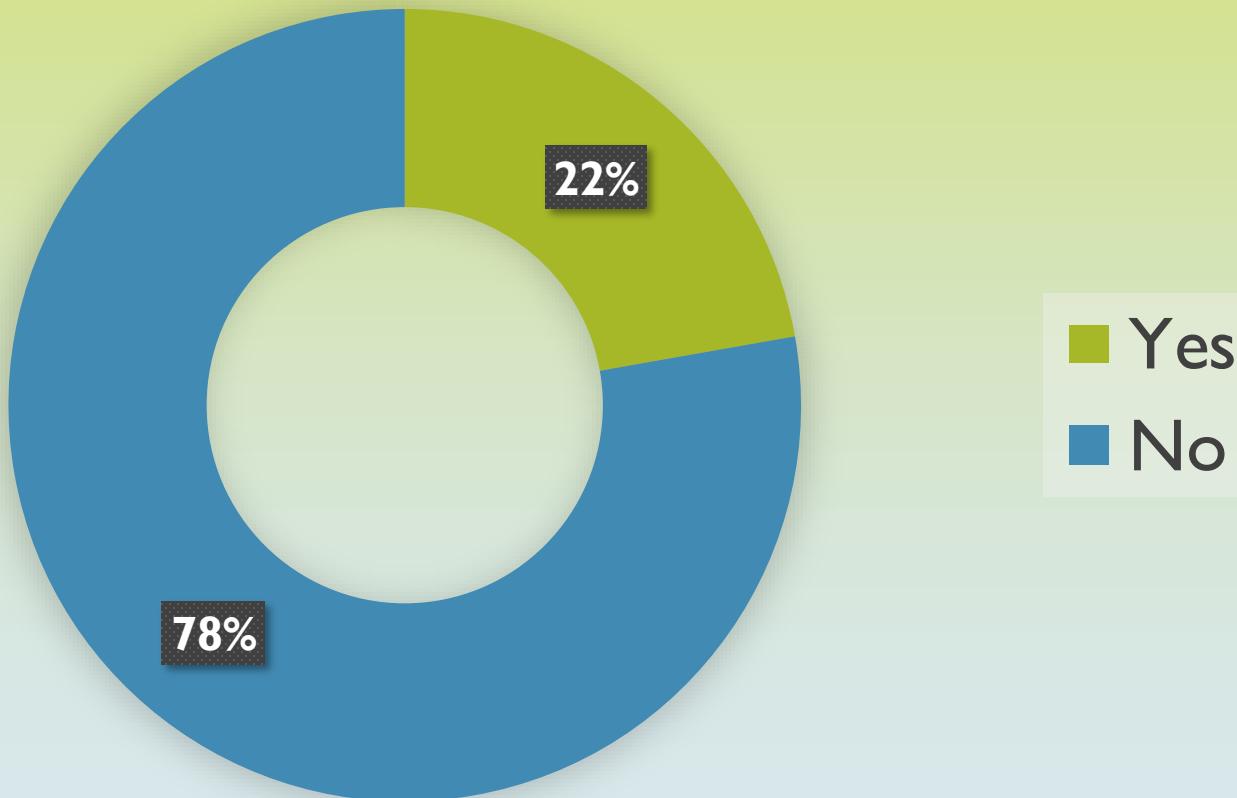
Which types of positions are eligible for a Retention Bonus?



What is the highest \$\$ amount of Retention Bonus your agency offers to any of the above positions?



Has your agency offered a Performance Bonus to any staff during 2022?



POSITIONS ELIGIBLE FOR PERFORMANCE BONUS



- Employees already at top step with exemplary performance (4 responses)
- All employees (3 responses)



- City Manager
- Department Heads
- Management
- Pay for performance for all employees
- Hourly employees



What was the highest amount of performance bonus granted?

%

2.5% to 5.0%
of base salary

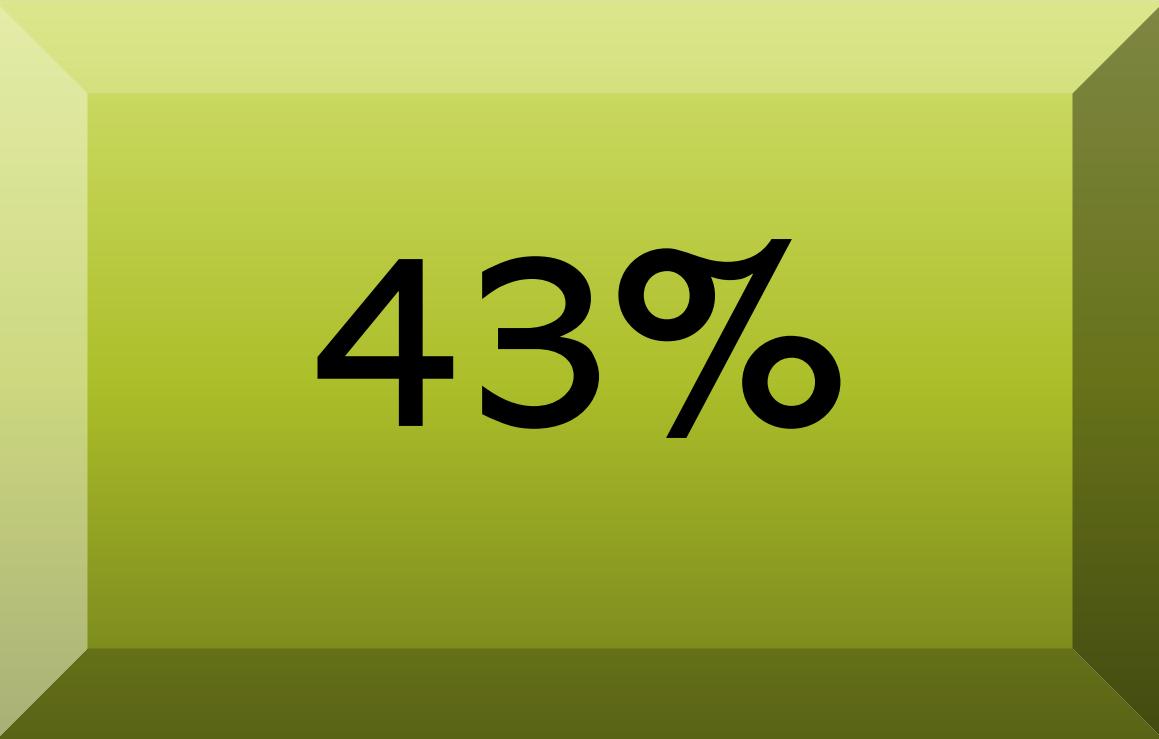
\$

\$1,000 to \$10,000

Retirement: Classic vs. PEPRA



Approximately what percentage of your SWORN workforce
is covered under the California PEPRA (versus Classic)
pension tier?



43%

Approximately what percentage of your **NON-SWORN**
workforce is covered under the California PEPRA pension
(versus Classic) tier?



50%