

# ***COMPENSATION SURVEYS & TRENDS IN 2022***

***NOVEMBER 2022***

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Koff & Associates  
A Gallagher Company

# SURVEY METHODOLOGY



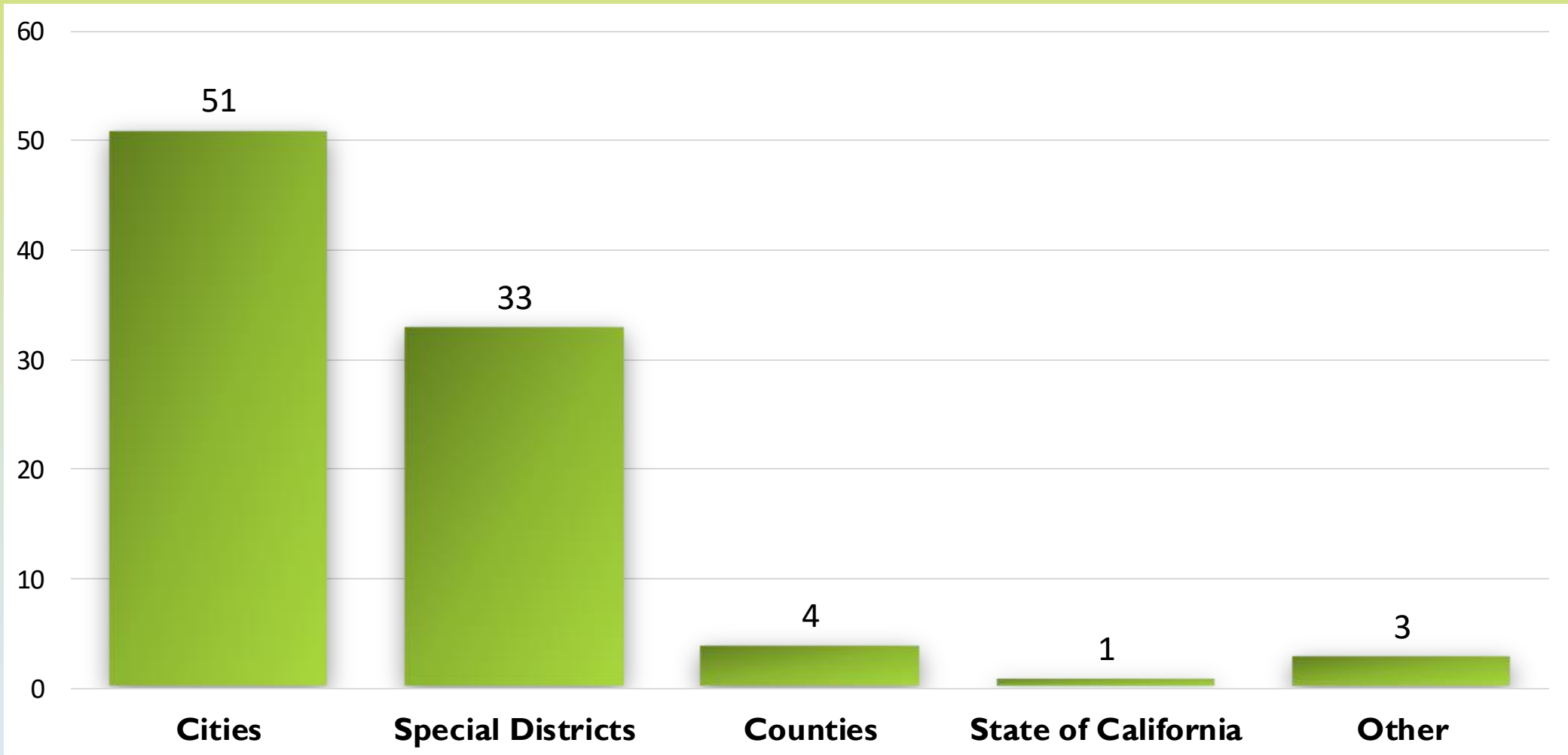
Survey sent to  
past/current  
clients via email  
and posted on  
LinkedIn

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*

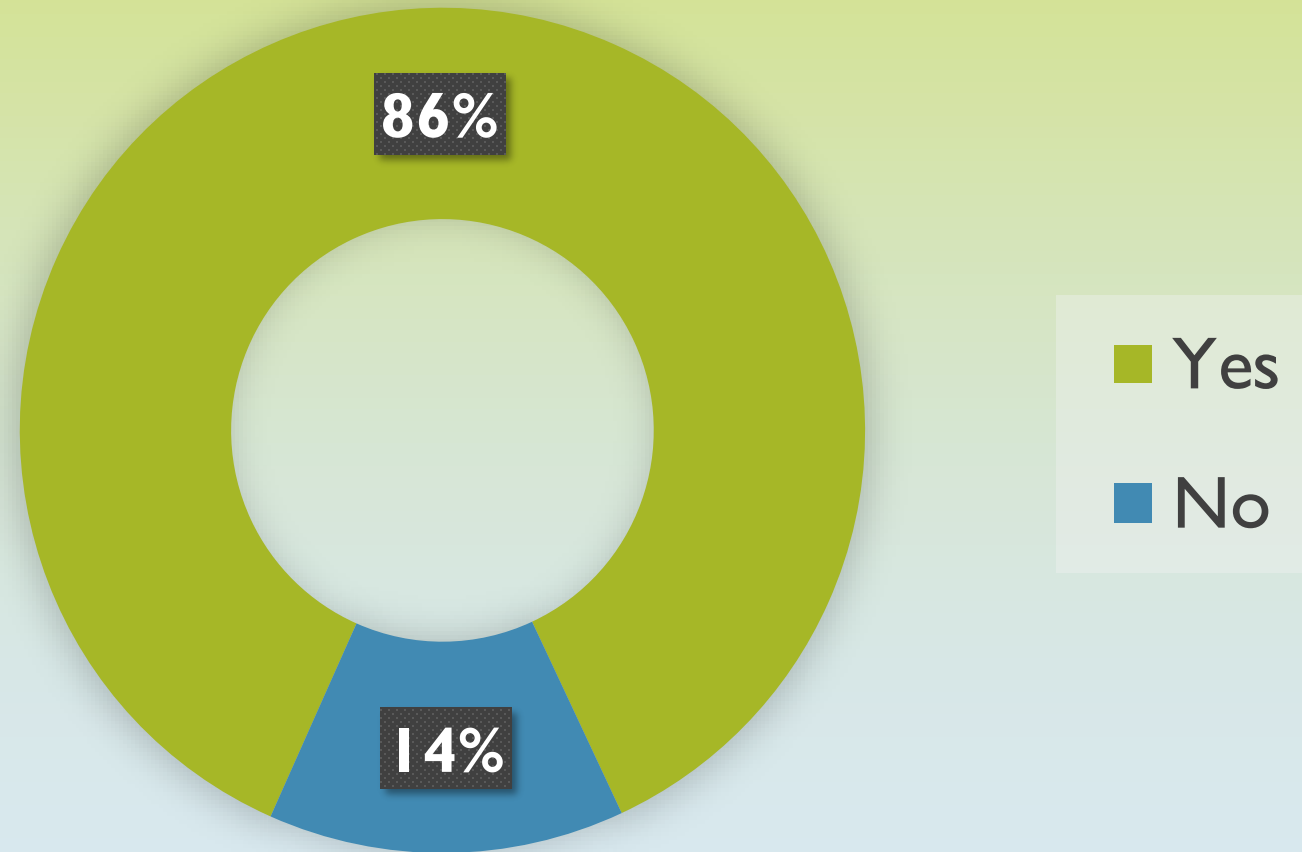




# 2022 Salary Increases



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?



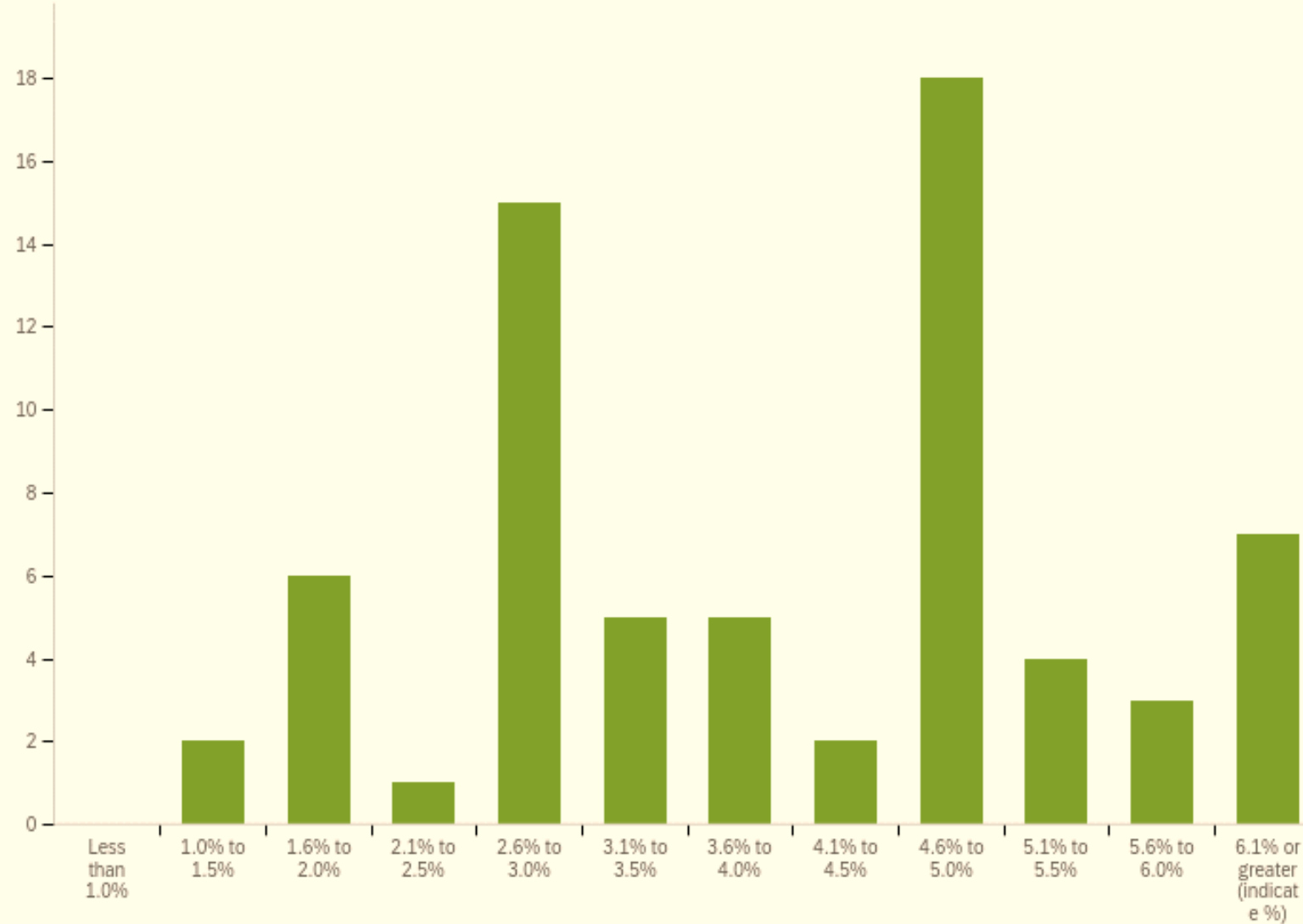
# Weighted Average COLA granted to employees in 2022



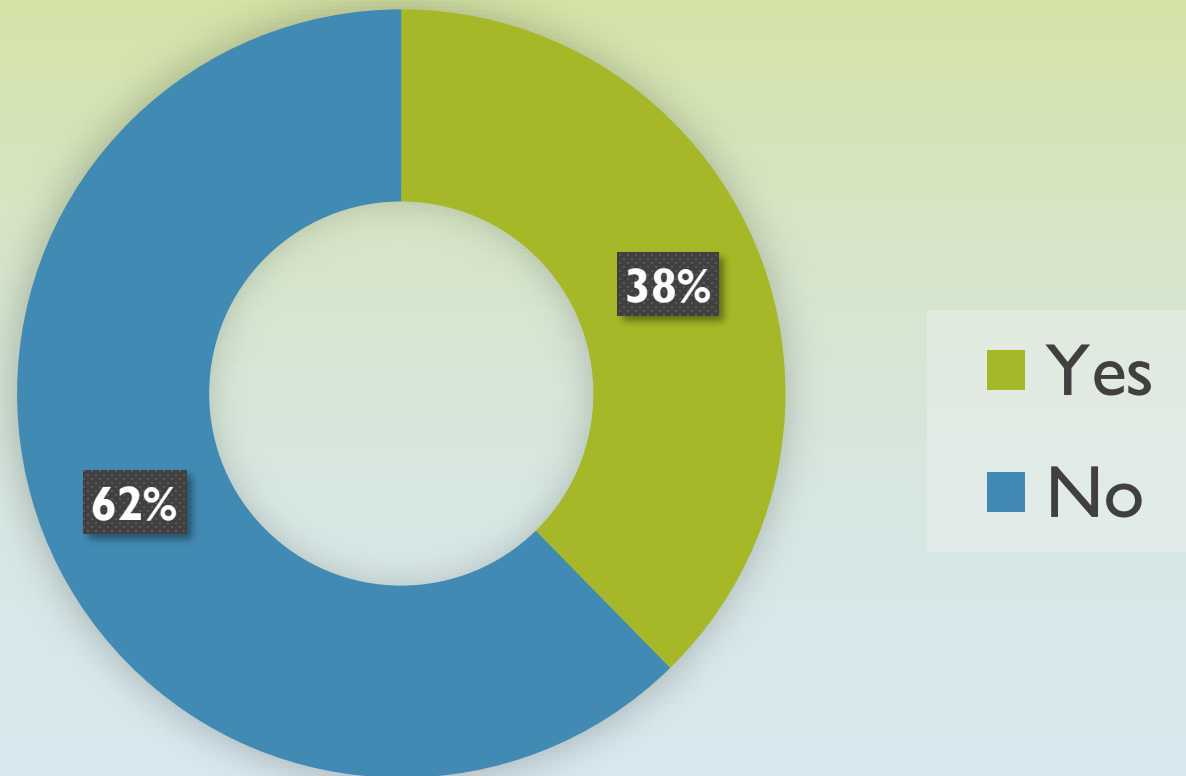
4.2%

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?

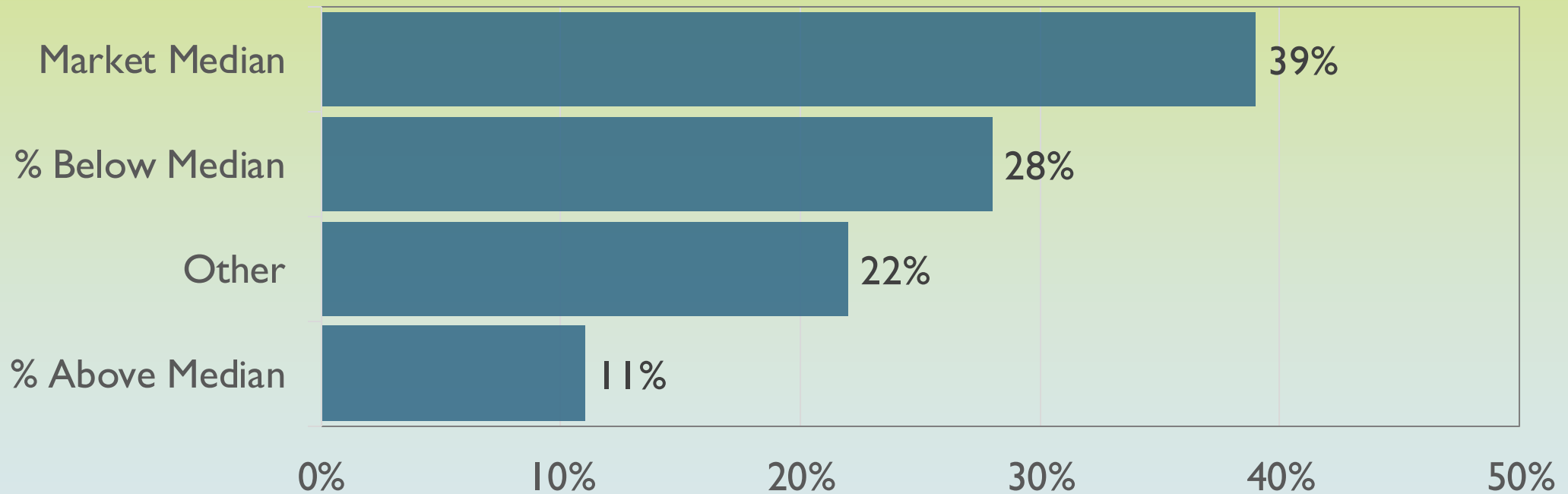




What was the average amount of labor market adjustment, regardless of a COLA, granted to your classifications that received a market adjustment in 2022?

5.1%

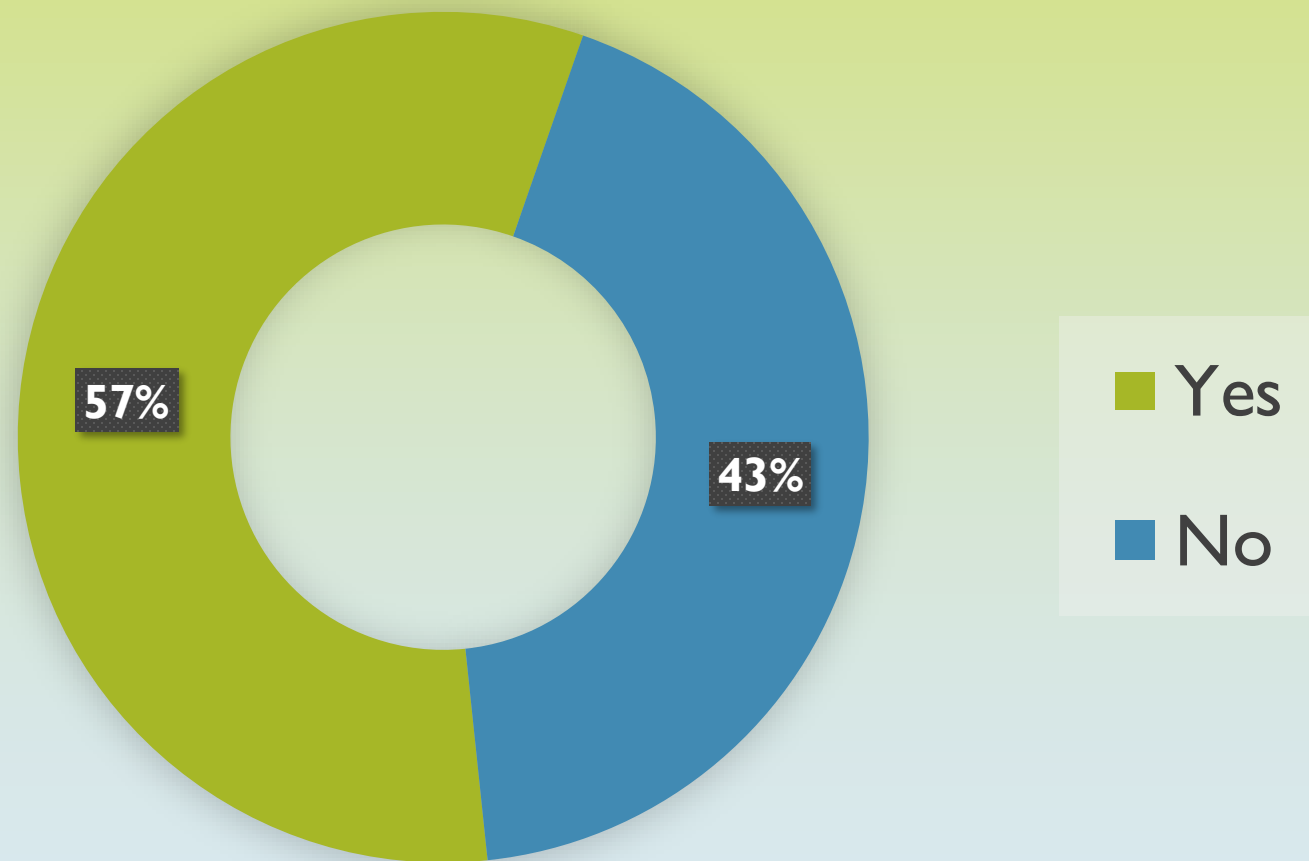
If your agency did provide any salary equity increases based on a market study, what was the compensation philosophy, or survey metric, your agency used?



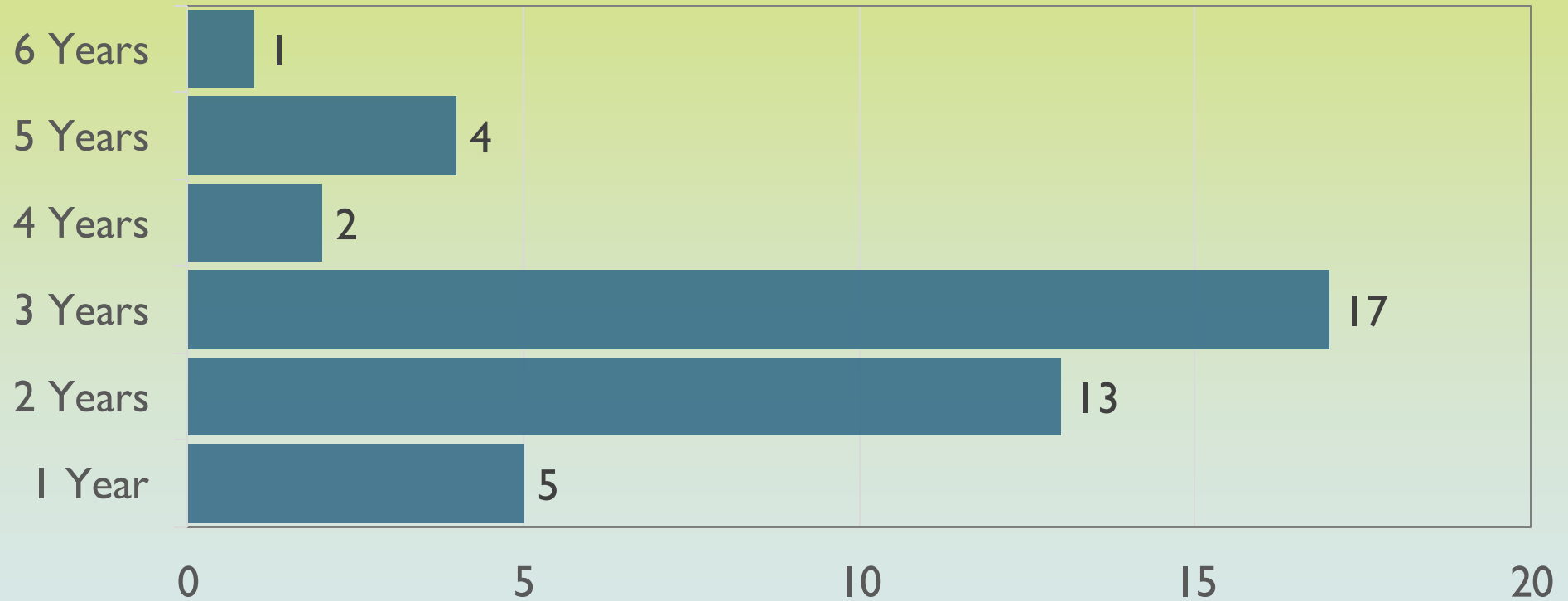
# 2022 MOU's



# 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?



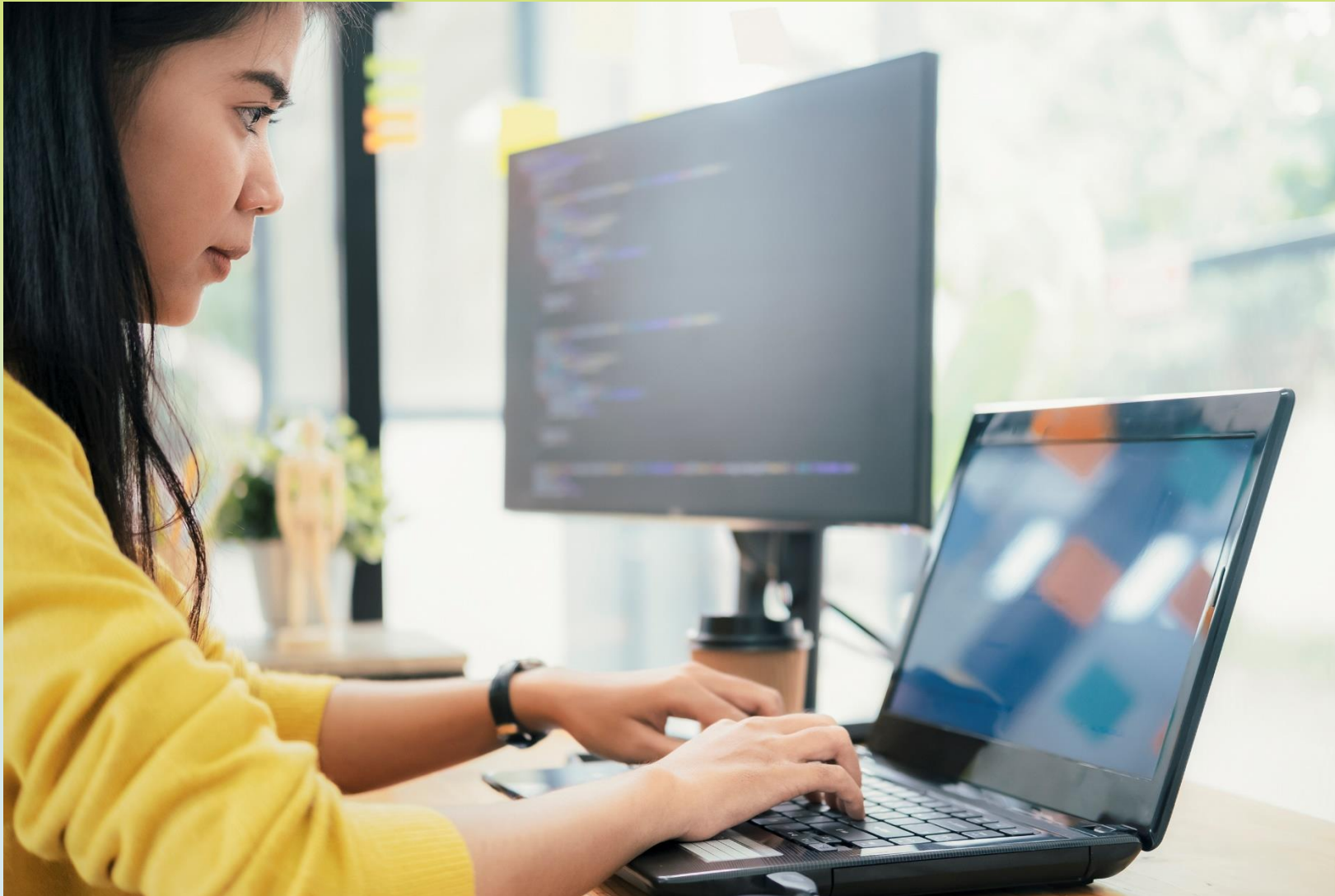


# Weighted Average Length of Labor Agreements Negotiated in 2022

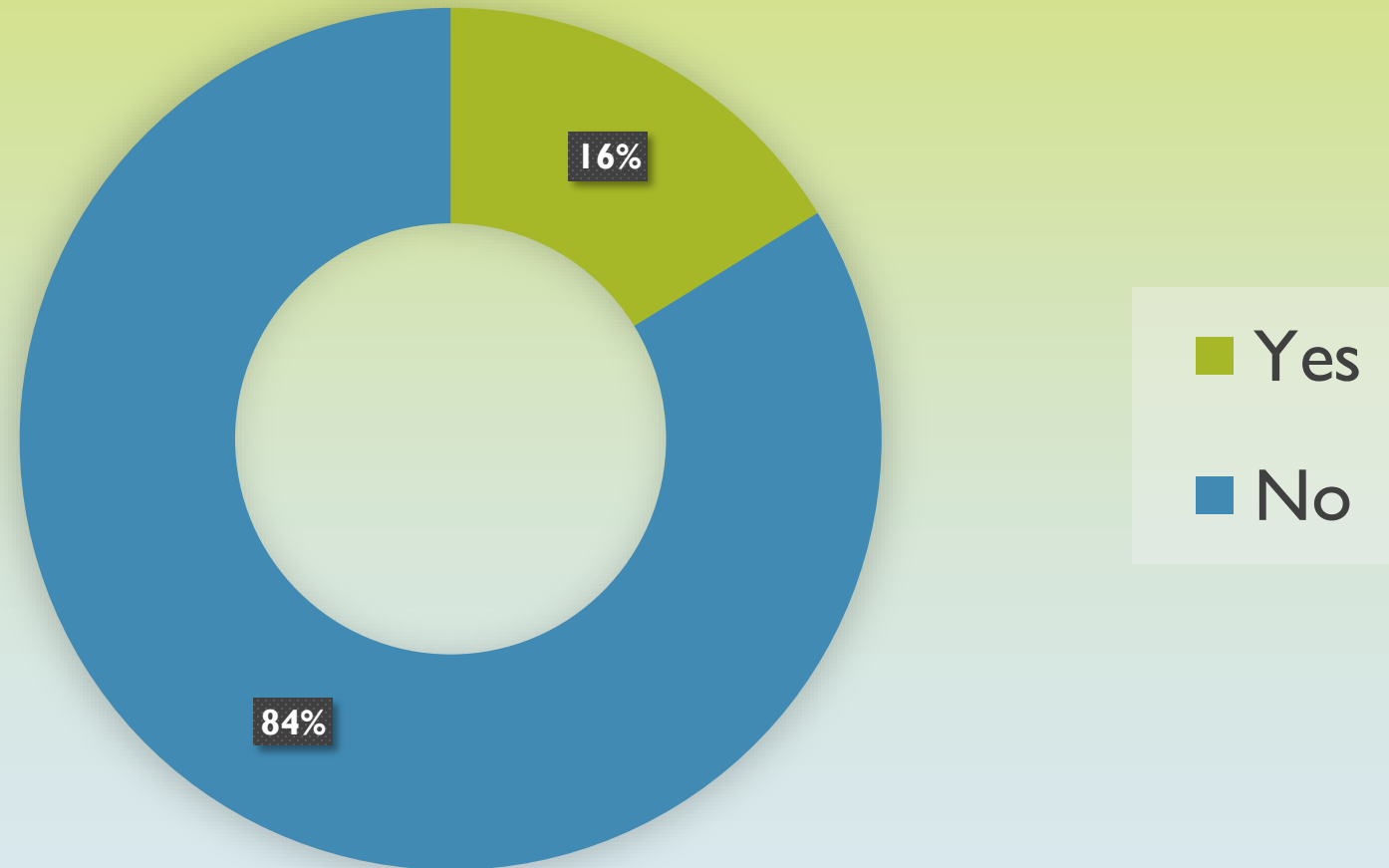


**2.8 years**

# Working from Home

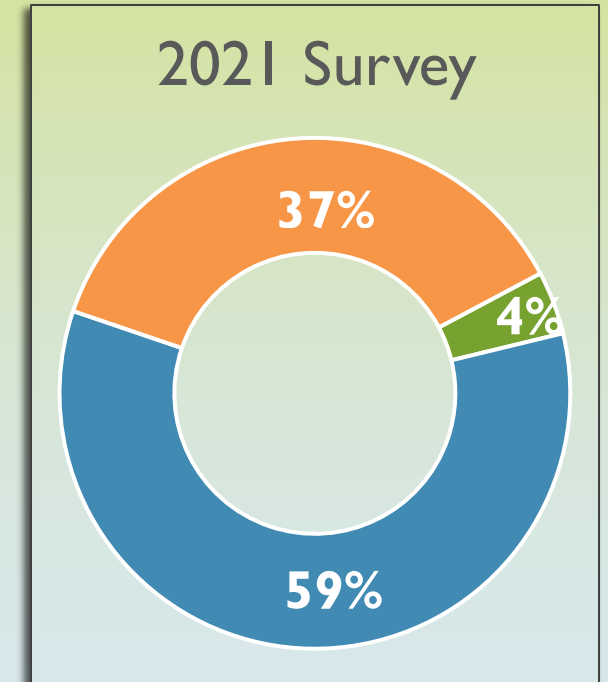
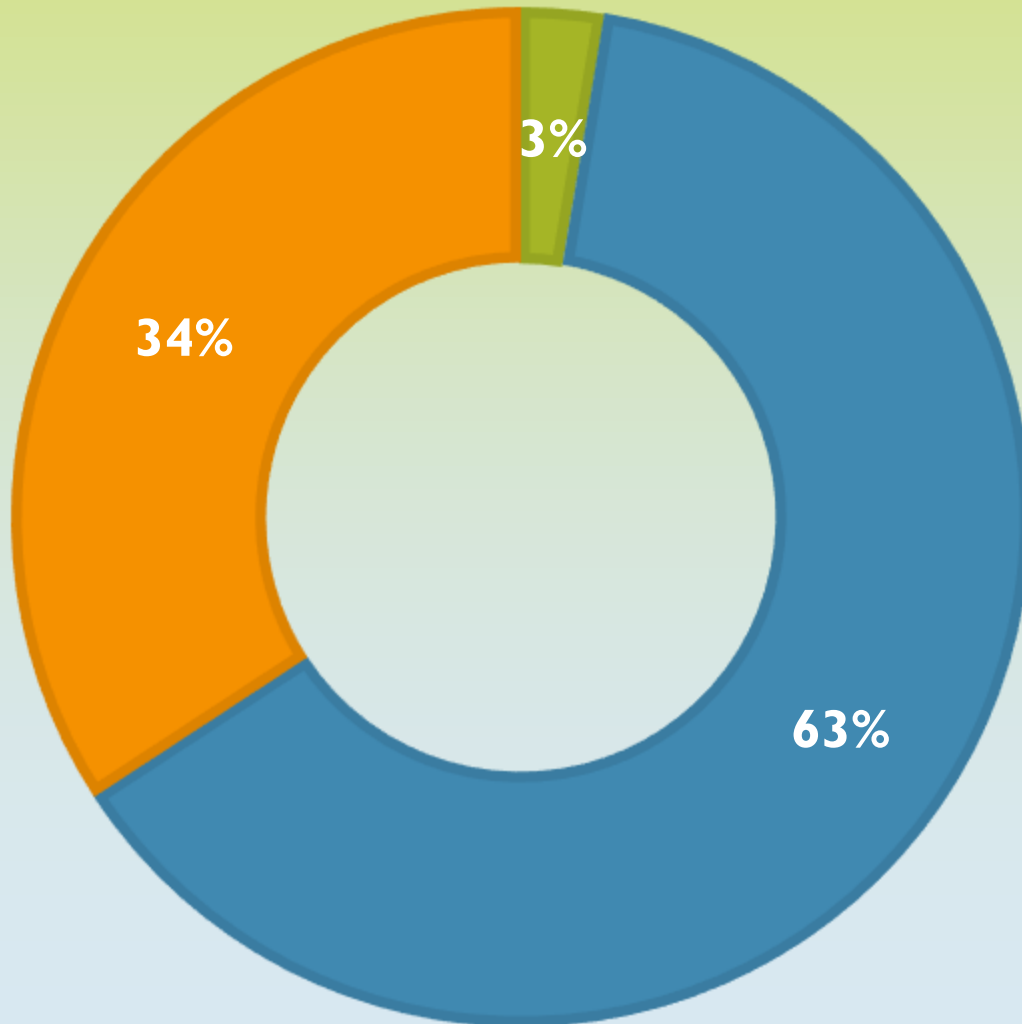


Did any of your labor groups negotiate with your agency regarding a Work from Home provision in their MOU?



# Does your agency allow any employees to work from home?

■ Yes- Full Time   ■ Yes- Hybrid   ■ No

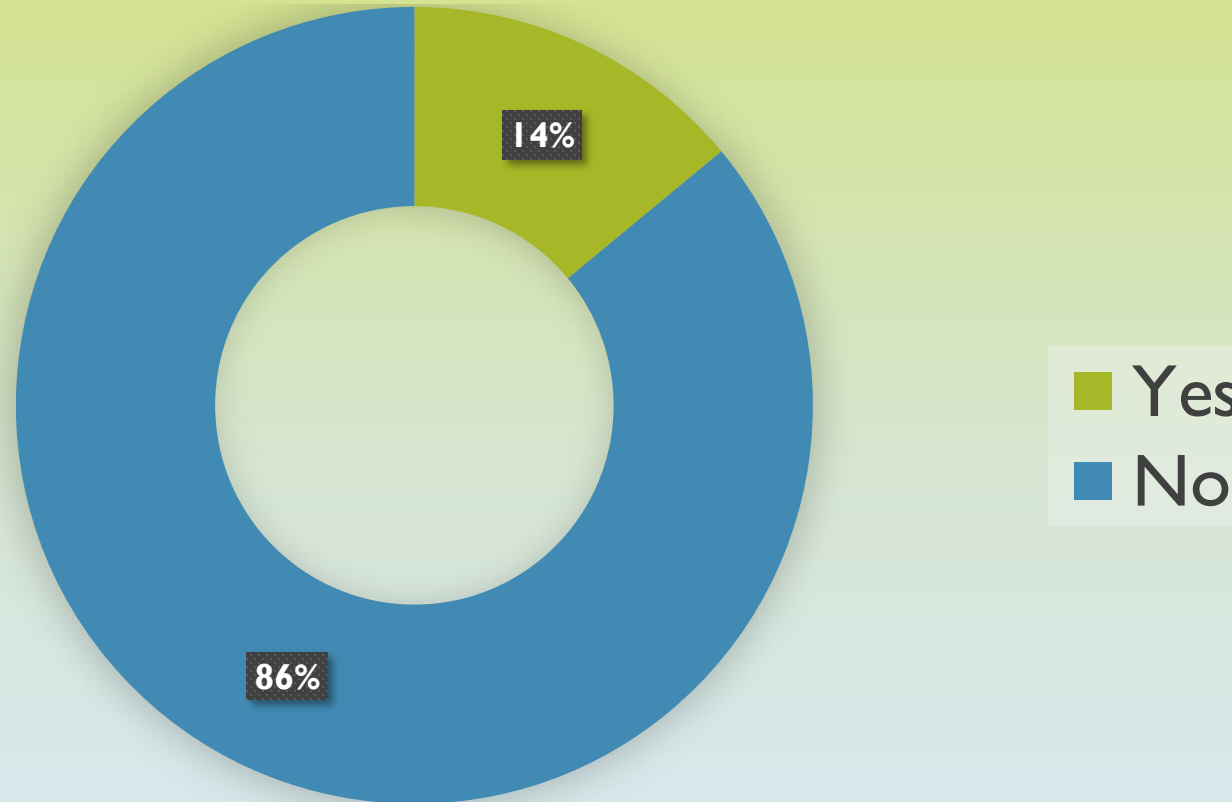


# Talent Acquisition and Retention

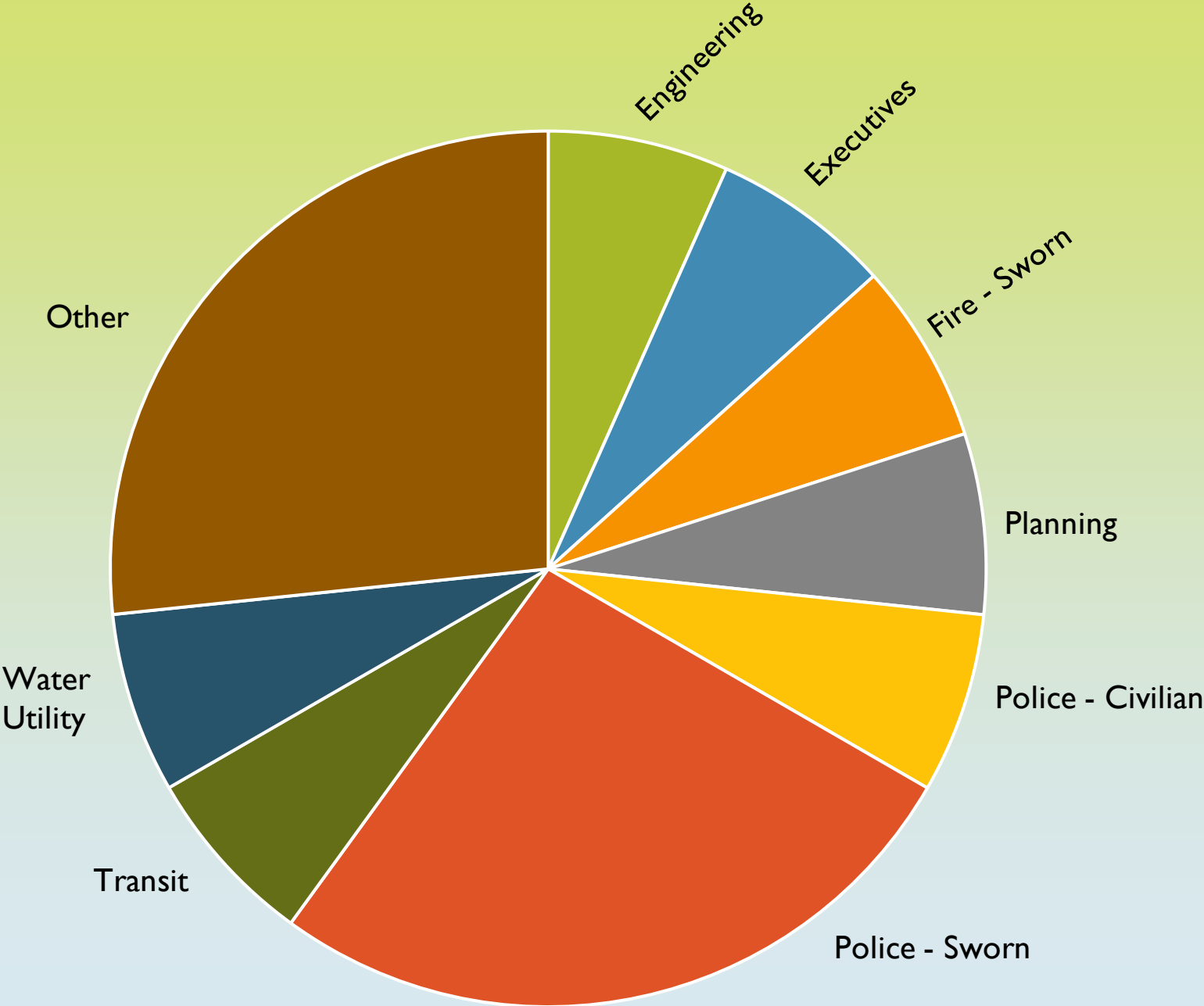




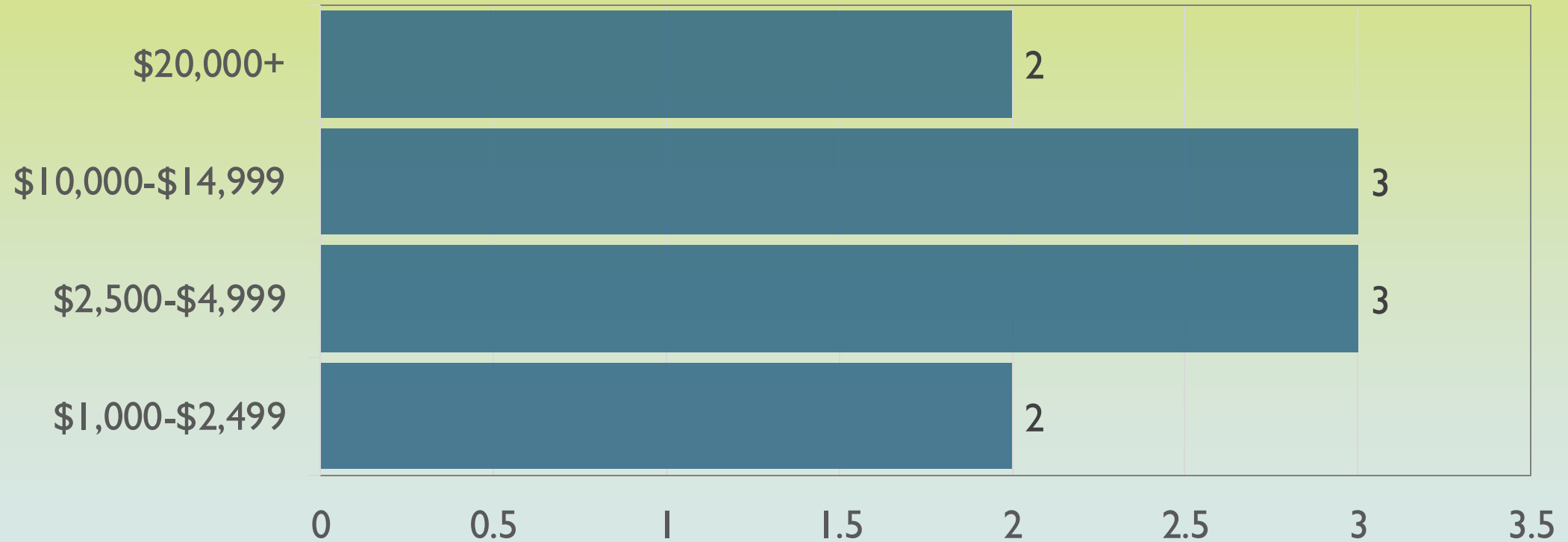
# Does your agency offer, or plan to offer, a Hiring Bonus for New Hires in 2022?



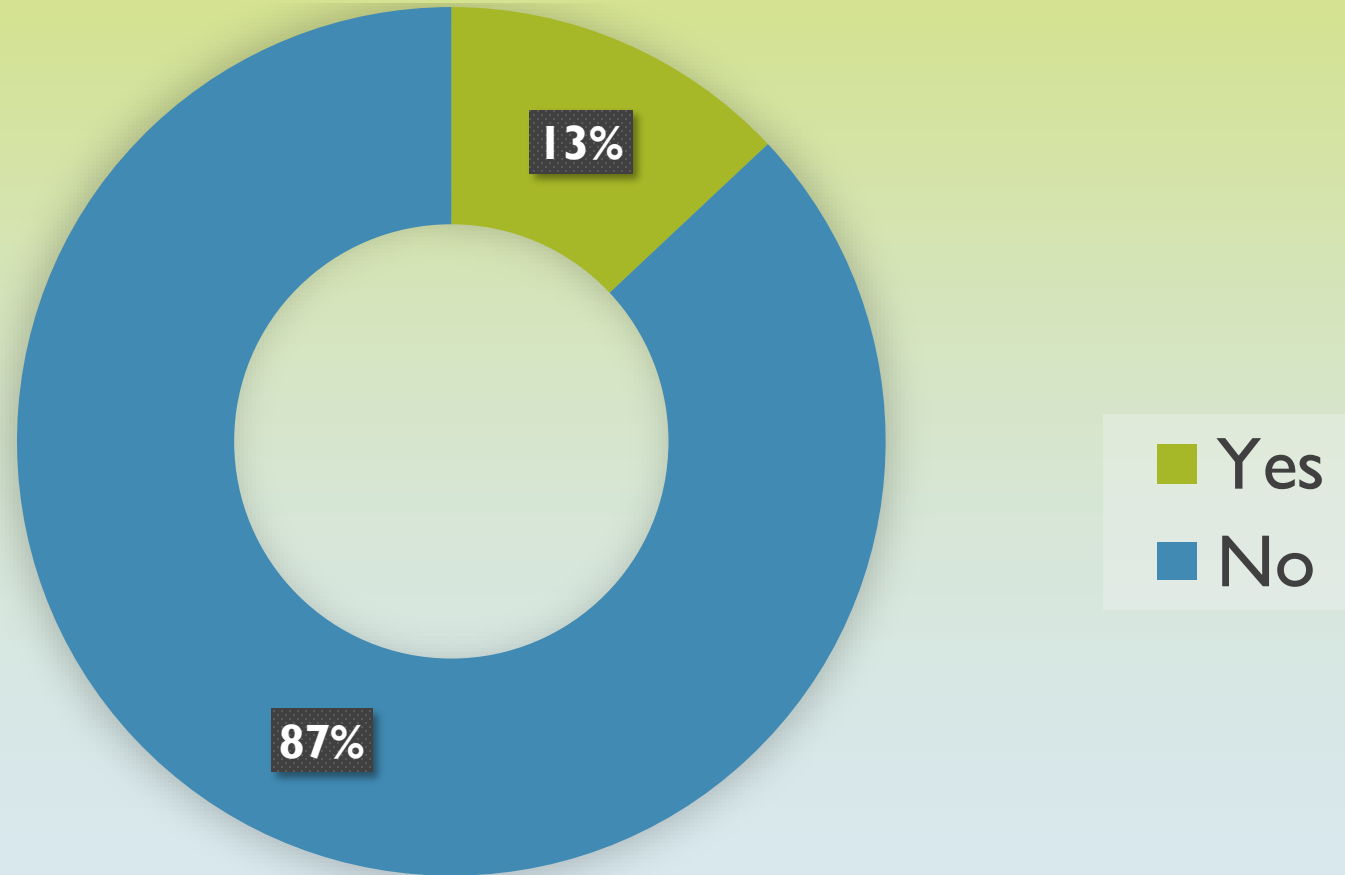
# Types of Positions Eligible for Hiring Bonuses in 2022



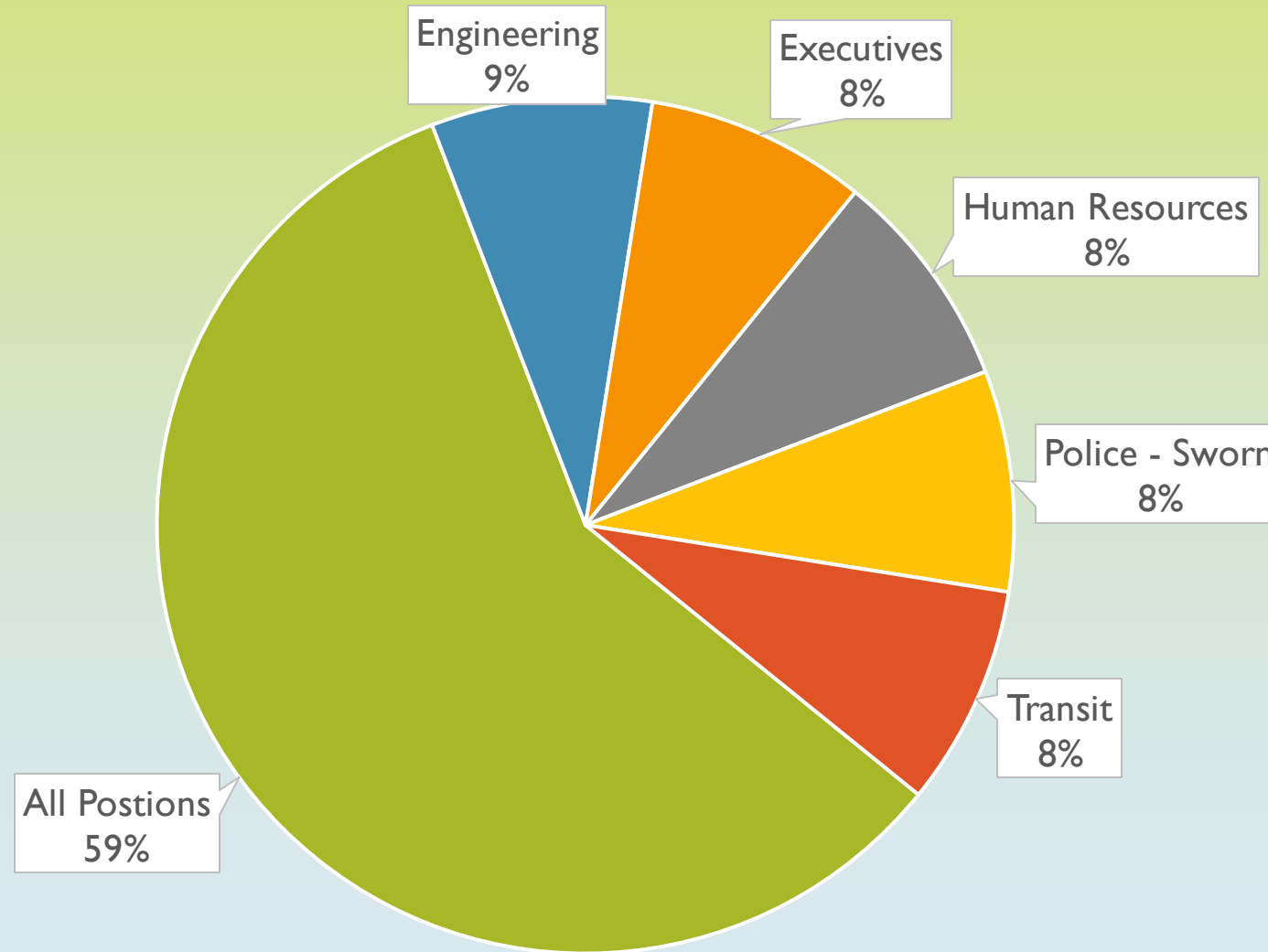
# What was the Amount of Hiring Bonus granted in 2022?



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

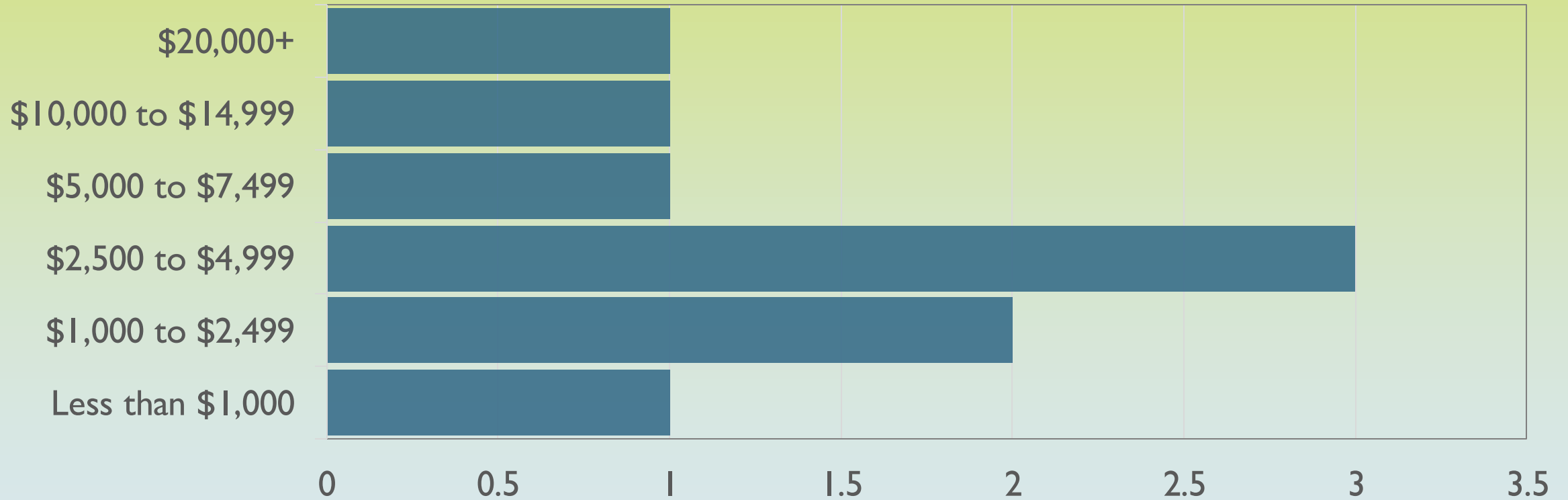


# Which types of positions are eligible for a Retention Bonus?

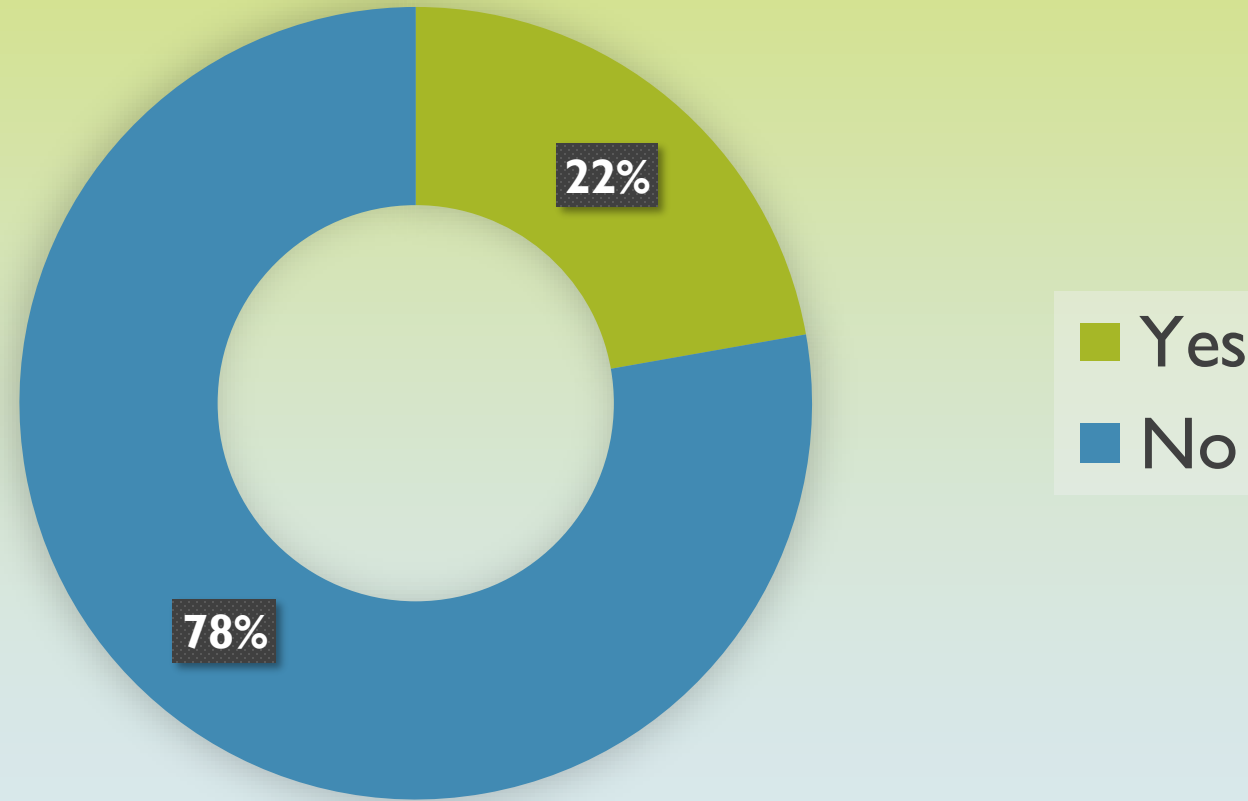




# What is the highest \$\$ amount of Retention Bonus your agency offers to any of the above positions?



# 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. PEPPRA





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%