2016-2017 BUDGET QUESTION

Response to Request for Information

DEPARTMENT: Human Resources

REQUEST NO.: 101

REQUESTED BY: Zimmerman

DATE REQUESTED: 7/28/16

DATE POSTED: 8/30/16

REQUEST: How many employees are in a range of at market pay to 5% above market pay? What is the current total pay for all these employees?

RESPONSE: In evaluating market pay, the Human Resources Department's (HRD) practice has been to compare benchmark jobs to similar classifications (jobs) in other municipalities and salary surveys, and then to collect salary data. After determining the pay grade for the benchmark jobs, the remaining jobs are "slotted" to their proper pay grades based upon factors such as similarity of work, existing differentials, or differences in scope.

A position is considered to be at market when the midpoint of the salary for the job title is between 95% and 105% of the market value. As of August 2016, there are 4,185 employees in 754 job titles that are at market. The current total pay including employer costs (FICA and retirement) for these employees is $377,847,029.