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Human Resources Consulting Since 1984

# **Mendocino County**

## Total Compensation Study

April 2019

# Agenda

- Methodology
- Study Results & Recommendations
- Recommendation to Accept & File

# Survey Elements

Comparator Agencies (10)

Benchmark Classifications (144)

Benefit Data

# Comparator Agencies

· City of Santa Rosa	· City of Ukiah
· County of El Dorado	· County of Humboldt
· County of Lake	· County of Napa
· County of Nevada	· County of Sonoma
· County of Sutter	· County of Yolo

# Demographic Profile

- Classic Tier
  - PEPRA
- Five Year Employee
- Employee plus Family

# Benefit Data

## ■ Retirement

- 1937 Act; Social Security; Deferred Compensation

## ■ Insurances

- Flexible Benefit and/or Health, Dental, Vision, Life, Long-Term and Short-Term Disability

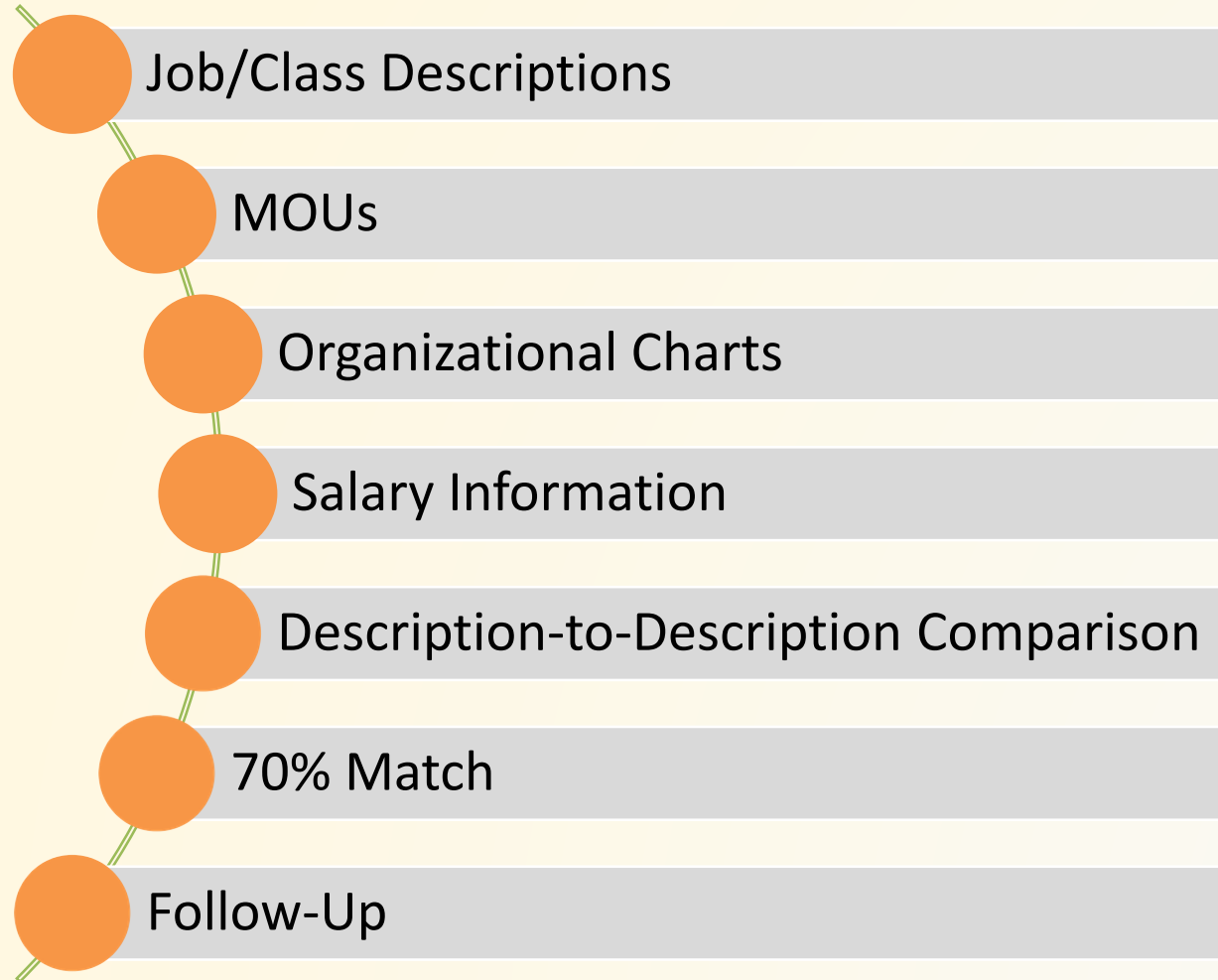
## ■ Leaves

- Holidays, Vacation, Administrative/Personnel

## ■ Other

- Auto Allowance

# Data Collection



# Market Findings

- Overall, base salary market results are **23.8%** below average
  - Range from 5.3% above to 108.6% below average
- Overall, total compensation results are **9.1%** below average
  - Benefits contribute to the County's competitiveness
  - Range from 13.8% above to 66.9% below average
- Salary within 5% of market - competitive



# Benefit Findings cont'd

- Retirement benefits:
  - 10 comparators offer enhanced formulas
  - 3 comparators require contribution towards employer retirement costs
  - 6 other comparators pays Social Security
- Health, dental, vision:
  - 1 comparator contributes more

# Compensation Structure and Strategy Development

Market data provides reference point

- Step 1: Decide compensation philosophy
- Step 2: Design compensation structure
- Step 3: Place job classes within structure
- Step 4: Determine actual employee pay
- Continued maintenance & administration



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Questions

Thank you!