



Salary Study

CITY OF OREGON CITY



Objectives

- UPDATE 2004 MANAGEMENT COMPENSATION STUDY
- COMPARE EXISTING SALARY RANGES TO THE REGION TO REMAIN COMPETITIVE
- COMPARE INTERNAL EQUITY OF POSITIONS AND RESPONSIBILITIES
- ADDRESS THE CITY'S EXISTING POLICY OF LIMITING SALARIES TO THE MID-POINT



Methodology

- HIRED MBL GROUP, LLC
- REVIEWED NON-REPRESENTED CITY STAFF
- INTERVIEWED SIX UNIQUE POSITIONS



Methodology

- COMPARED TO SIMILAR CITIES:

ALBANY

MCMINNVILLE

TUALATIN

KEIZER

MILWAUKIE

WEST LINN

LAKE OSWEGO

TIGARD

WILSONVILLE

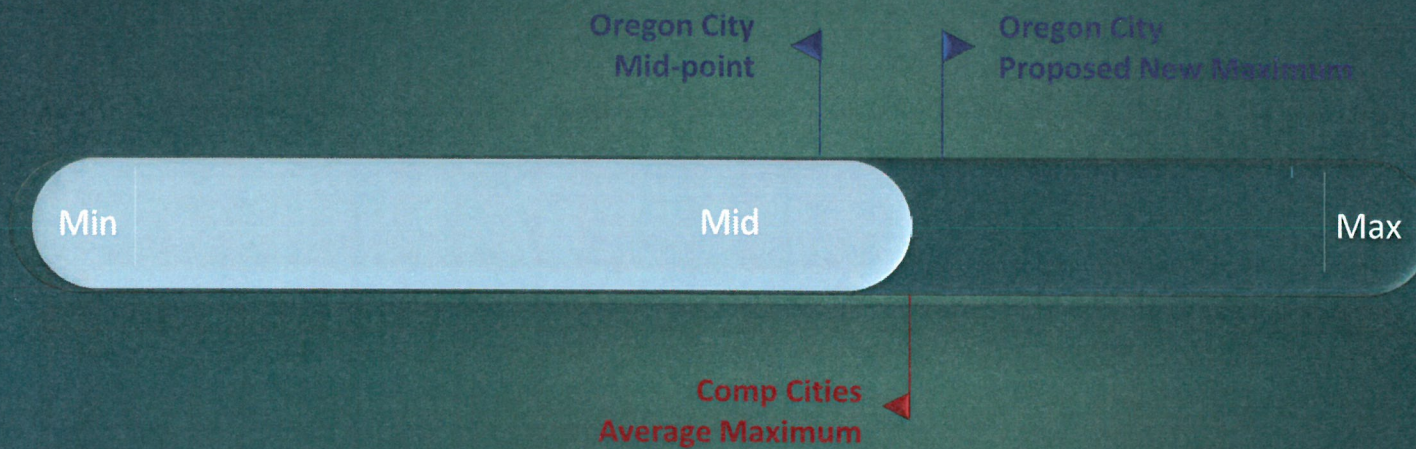
- COMPARED OREGON CITY'S CAPPED MID-POINT SALARIES TO REGIONAL MAXIMUM SALARIES



Findings

- OREGON CITY'S AVERAGE MID-POINT SALARY IS SLIGHTLY BELOW COMPARABLE CITIES AVERAGE MAXIMUM SALARY
- MOST CITIES DO NOT HAVE A MERIT PROGRAM
- MORE THAN HALF OF THE CITIES OFFER DEFERRED COMPENSATION

Salary Range Comparison



Comp Cities Range
Oregon City's Range

Merit Pay and Deferred Compensation

	<u>Deferred Compensation</u>			
	<u>Directors</u>	<u>Managers</u>	<u>Merit</u>	<u>Add Pay</u>
Albany	4.5%	1%	3.5%	-
Keizer	-	-	-	-
Lake Oswego	-	-	-	-
McMinnville	-	-	-	-
Milwaukie	2.5%	2.5%	-	-
Tigard	3%	3%	5%	-
Tualatin	2%	1%	-	-
West Linn	-	-	-	3%
Wilsonville	3%	3%	-	-

Proposed Changes

- ADJUST OREGON CITY EXISTING SALARY SCALE
 - Reduce existing maximum salaries to be consistent with the average maximum salaries in the region
 - Rescind the mid-point salary policy
 - Reduce merit pay from 5% to 3% for department directors and managers
 - Implement a 3% deferred compensation program for the managers
- REALIGN POSITIONS FOR INTERNAL EQUITY OF RESPONSIBILITIES
- UPDATE PLAN EVERY 5 YEARS
- UPDATE POLICIES FOR CONSISTENT IMPLEMENTATION ACROSS ALL DEPARTMENTS