



## Shared Services & New Initiatives: Compensation Survey

**DESCRIPTION** This concept would provide a warehouse and resource center for compensation and benefit surveys. Services could either be delivered for a fee or through sharing agreements. Services may include:

- Compensation surveys
- Benefits surveys
- Document warehouse
- Other HR related services

**ORIGIN OF THE IDEA** In a Fall 2012 survey, many agencies ranked this as a medium or high interest area, and also an area where there is little current activity. There was high interest among SACOG Directors and city managers/county executives.

**CONCEPT** This service concept could provide three types of support:

*Option 1: Web-based Center* — Joint contract to access compensation and benefit surveys through a website that houses various documents from city and county governments throughout the state of California.

*Option 2: Document Warehouse* — A single entity could collect data from the various jurisdictions and/or other surveys that have recently been completed and house them in one location. Data could be updated on an annual basis. This option does not include preparing separate or independent compensation/benefit studies.

*Option 3: HR Support* — A single entity could provide HR support for compensation and benefit surveys/studies as needed by using data collected regionally from each jurisdiction within SACOG or from other jurisdictions and/or public entities. Jurisdictions would pay the contracting entity for each survey conducted on their behalf. This option could include various customized reports/studies.

**GEOGRAPHY/SCALABILITY** No need for proximity between participating agencies; can scale to serve all willing participants.

### SERVICE DELIVERY OPTIONS

- Private contract provider
- Sole public contract provider (SACOG or other entity)
- Agency trade (one agency trades a service with another agency for services of a similar value), such as a shared position

### POTENTIAL BENEFITS

- Cost savings in costs for HR support
- Greater access to information to executive and HR staff allowing devotion of time to other functions
- Improved and standardize compensation surveys
- Access to up-to-date compensation information
- Excellent for staff negotiations and recruiting potential candidates

### POTENTIAL RISKS

- Jurisdictions would be dependent on a single source for information, which could be skewed if comparing jurisdictions of different sizes—although under all options the data should be sortable to tailor results for participant agencies.

### FINANCIAL

*Potential savings* – This service could offset and/or eliminate labor and consultant costs currently used to provide data across the region. Savings could range from nominal to hundreds of thousands of dollars.

*Potential costs* –

Option 1: Cost could be anywhere from \$1,000-\$6000 per jurisdiction annually depending on number of jurisdictions participating and number of surveys needed.

Option 2: Cost would vary depending on number of hours to request, compile and organize documents into database. (\$15,000+/- annually)

Option 3: Cost would vary depending on needs of jurisdiction. If performed by SACOG, assuming a mix of staff at various levels, a blended rate of approximately \$100/hour is projected. This could be cost shared between interested jurisdictions.

**INTERESTED PARTIES** Jurisdictional electeds, City Managers/CEOs, HR personnel

### ISSUES TO RESOLVE

- Interest from member agency staff
- Cost-sharing structure
- Determining levels of service(s)
- Differentiating between one-time and ongoing service needs and level of support needs