

PUBLIC SECTOR PERSONNEL CONSULTANTS

TOWN OF PARADISE VALLEY

RESULTS OF THE TOTAL COMPENSATION STUDY

MARCH 26, 2026

The logo for Public Sector Personnel Consultants features a solid red square on the left. To its right, the words "PUBLIC SECTOR" are written in a bold, black, sans-serif font, with a thin red horizontal line underneath. Below this, the words "PERSONNEL CONSULTANTS" are written in a smaller, black, sans-serif font.

**PUBLIC
SECTOR**
PERSONNEL
CONSULTANTS

MEETING OBJECTIVES

- INTRODUCTION TO PUBLIC SECTOR PERSONNEL CONSULTANTS
- OUTLINE COMPENSATION SURVEY METHODOLOGY
- REVIEW TOTAL COMPENSATION FINDINGS
- DISCUSS IMPLEMENTATION STRATEGY

INTRODUCTION TO PUBLIC SECTOR PERSONNEL CONSULTANTS (PSPC)

- 1972 – ORIGINATED AS PUBLIC SECTOR GROUP OF HAY ASSOCIATES
- 1992 – WE ESTABLISHED OUR **NATIONAL OFFICE IN ARIZONA**; LOCATIONS IN DALLAS, CHICAGO, LOS ANGELES, AND DENVER
- WE SPECIALIZE IN **HUMAN RESOURCES FOR PUBLIC EMPLOYERS**
- OVER 1,100 PUBLIC EMPLOYERS SERVED BY MEMBERS OF OUR FIRM
- OTHER CURRENT / RECENTLY COMPLETED STUDIES INCLUDE CITIES OF **SCOTTSDALE, YUMA, SEDONA, CAREFREE, CASA GRANDE, COTTONWOOD, NOGALES, YUMA COUNTY, DALLAS, RIVERSIDE, RENO, LAS CRUCES, SAN BERNARDINO, AND MANY OTHERS**

SALARY SURVEY

- PSPC CONSIDERED REQUESTED JOB DESCRIPTIONS, ORG CHARTS, SALARY STRUCTURES, AND BENEFIT PLANS FROM 7 DIFFERENT AZ CITIES
- THESE COMPARATORS WERE SELECTED BASED ON CITIES USED IN PREVIOUS STUDY AND ARE TOWN'S DESIGNATED MARKET COMPARATORS BY POLICY

Chandler	Gilbert	Glendale
Mesa	Peoria	Scottsdale
Tempe		

- SALARY SURVEY WILL ANSWER THE QUESTION OF “WHERE ARE WE TODAY?”
- IMPLEMENTATION ANSWERS THE QUESTION “WHERE DO WE WANT TO BE NOW AND GOING FORWARD?”

HIGH LEVEL COMPENSATION SURVEY RESULTS

- PSPC SURVEYED ~60 JOB TITLES AND FOUND OVER 330 COMPARABLE JOBS IN THE MARKET
- THE TOWN IS, ON AVERAGE, -6.5% BEHIND MARKET ON THE SALARY RANGE MIDPOINTS (THE TOWN IS MORE BEHIND MARKET AT THE DIRECTOR LEVEL)
- THE TOWN IS, ON AVERAGE, -3% BEHIND MARKET ONCE TOTAL COMPENSATION IS TAKEN INTO ACCOUNT (MORE DETAILS ON FOLLOWING SLIDE)

TOTAL COMPENSATION

DEFINITION:

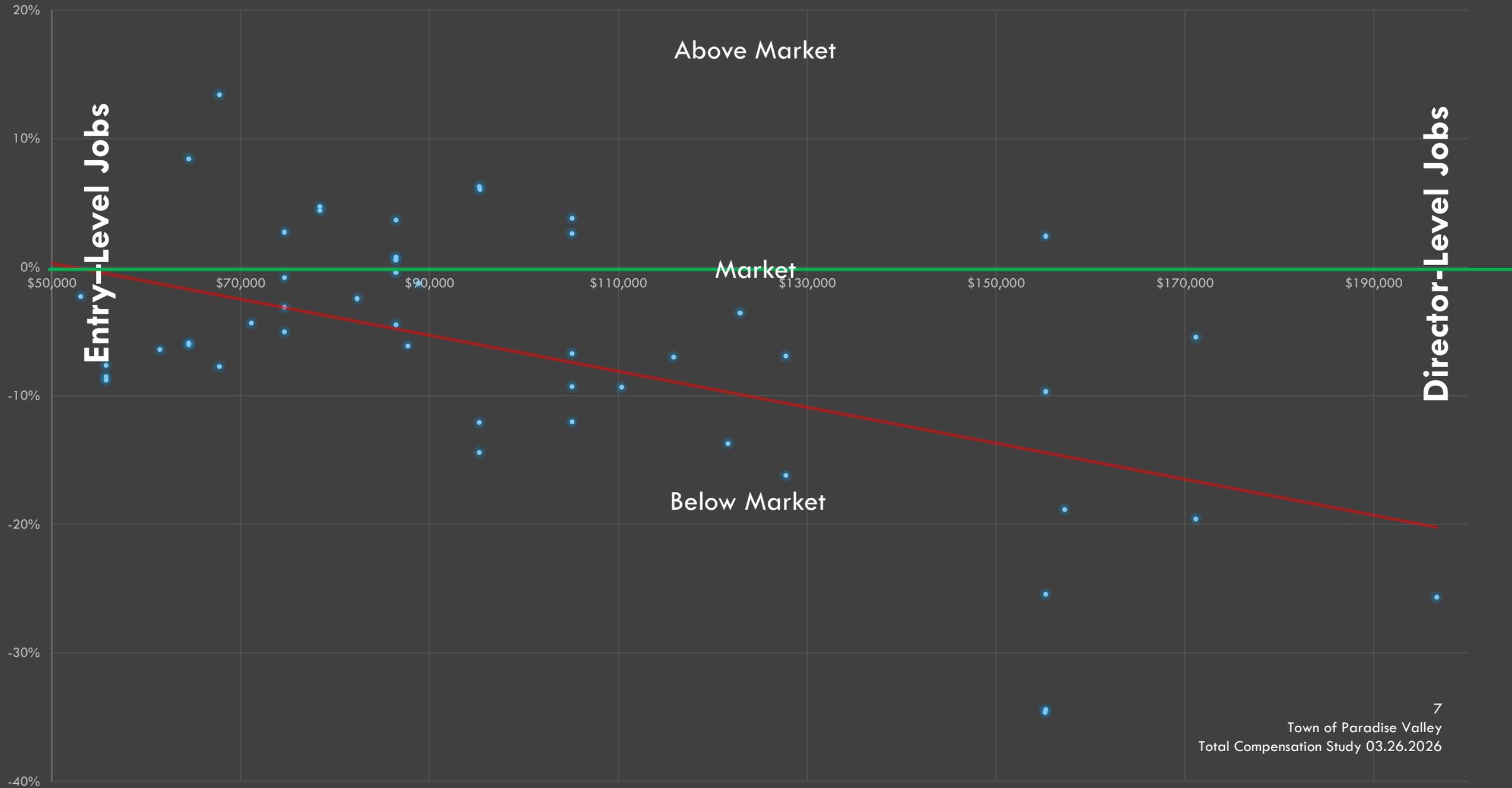
THE TOTAL VALUE OF SALARIES
AND BENEFITS PAID BY THE
TOWN

BENEFITS REVIEWED

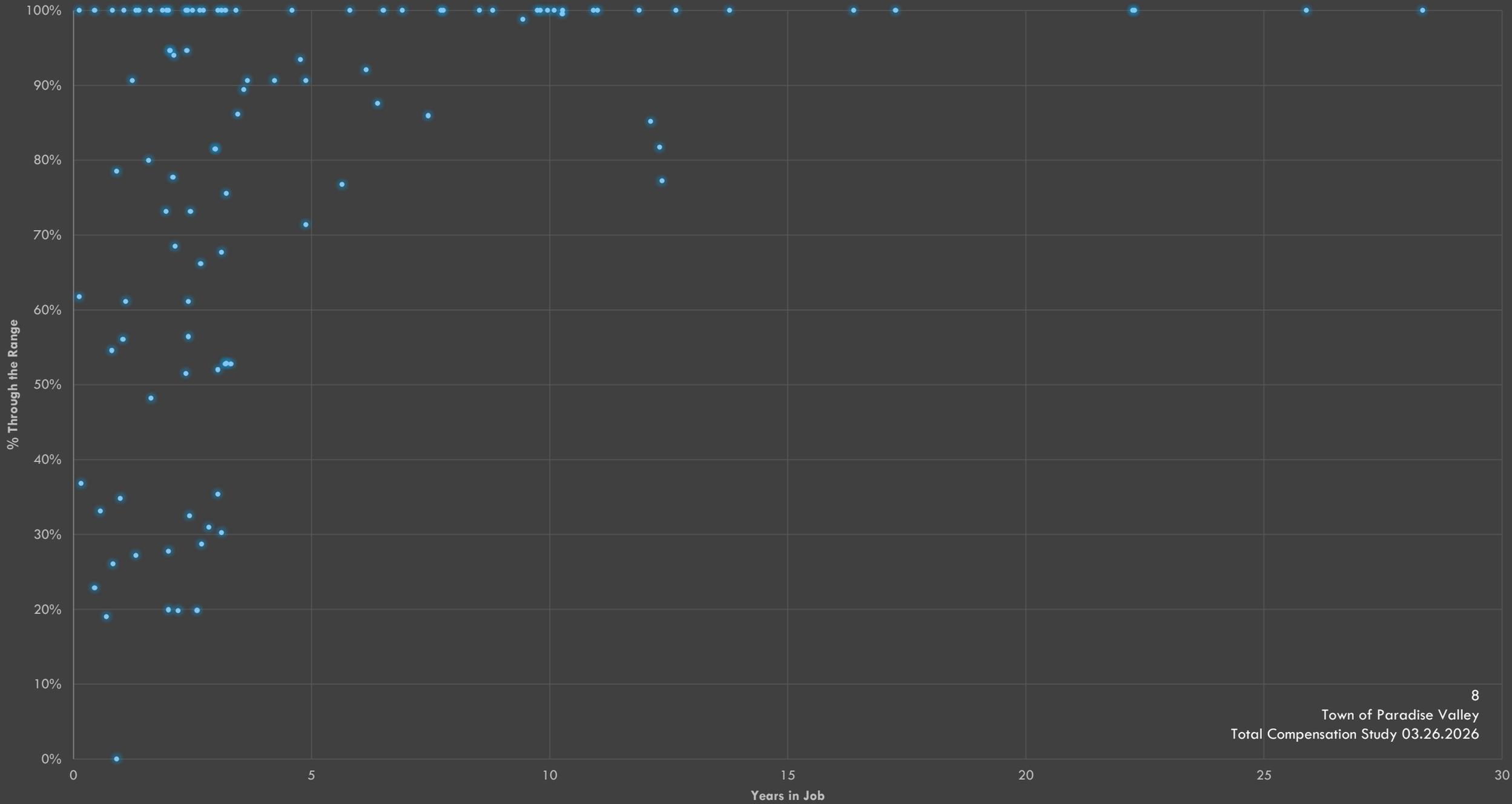
EMPLOYER CONTRIBUTIONS TO
EMPLOYEE HEALTHCARE
PREMIUMS

ALLOWANCES: UNIFORMS,
SAFETY BOOTS, BILINGUAL
PREMIUM, AND LONGEVITY PAY

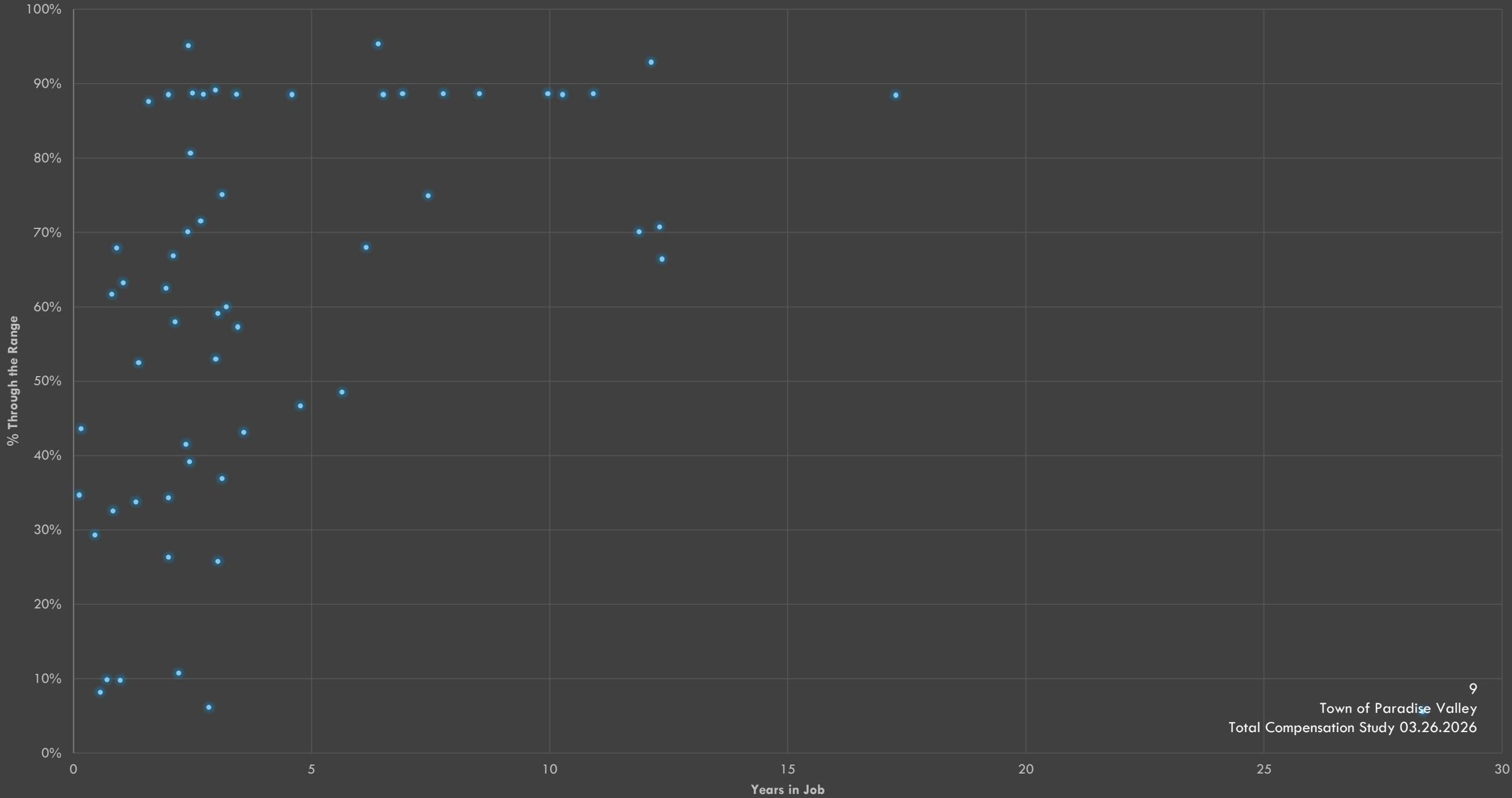
Relationship to Market Based on Paradise Valley Midpoint



Employees' CURRENT % Through the Range



Employees' PROPOSED % Through the Range



POTENTIAL STEPS FOR GETTING EMPLOYEES TO MARKET

1. PROVIDE A 3% MARKET ADJUSTMENT

- ~\$450K OF SALARY ONLY INCREASES
- ROUGHLY SPEAKING, A 1% INCREASE COSTS ABOUT \$150K FULLY LOADED

2. PLACE JOBS ONTO SALARY SCHEDULE BASED ON 3 FACTORS

- MARKET – GET ALL GENERAL UNIT JOBS TO 100% OF MARKET. GET DIRECTORS TO WITHIN 10% OF MARKET
- INTERNAL EQUITY – ENSURE THERE ISN'T VERTICAL COMPRESSION BETWEEN JOBS
- BUDGET – BY PLACING DIRECTORS WITHIN 10% OF MARKET, WE AVOID LARGE INCREASES FOR INDIVIDUAL EMPLOYEES

3. MOVE EMPLOYEES THROUGH THEIR NEW RANGE TO GET TO MIDPOINT IN 5 YEARS

- WE DON'T WANT A 1-YEAR, 5-YEAR, AND 10-YEAR EMPLOYEE ALL ON MINIMUM OF RANGE
- COSTS AROUND \$20K TO CATCH UP INDIVIDUAL EMPLOYEES

QUESTIONS?

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