

Hanna Resource Group



HANNA RESOURCE GROUP LLC

Experts in Strategic HR Consulting and Outsourcing

IT Compensation Assessment and Recommendations- CONFIDENTIAL

Lexington-Fayette Urban County Government

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Project Overview

Hanna Resource Group (HRG) was retained by the Lexington-Fayette Urban County Government (LFUCG) to conduct a review and evaluation of the current base pay and total compensation for IT employees, provided by LFUCG. HRG identified three (3) specific areas to be addressed in the IT Compensation Assessment as follows:

- Conduct a thorough and accurate market study of twenty-three (23) IT positions including:
 - ❖ Computer Operator
 - ❖ Microcomputer Support Specialist
 - ❖ Electronic/Computer Controls Specialist
 - ❖ GIS Specialist
 - ❖ Information Systems Specialist
 - ❖ Computer Analyst
 - ❖ Microcomputer Support Supervisor
 - ❖ Computer Operations Manager
 - ❖ Computer Analyst Supervisor
 - ❖ Database Administrator
 - ❖ GIS Programmer/Analyst
 - ❖ Network Supervisor
 - ❖ Network Security Engineer
 - ❖ Computer Systems Manager
 - ❖ Computer Systems Manager Senior
 - ❖ Director of Computer Services
 - ❖ Director of Enterprise Solutions
 - ❖ Technical Manager for Enterprise Solutions
 - ❖ Enterprise Systems Developer Senior
 - ❖ Enterprise Systems Developer
 - ❖ HCM Manager for Enterprise Solutions
 - ❖ Financial Manager for Enterprise Solutions
- Determine external competitiveness of current base pay and total compensation pay (with added supplement) compared to similar organizations of size, type of work, and industry.
- Recommend changes or improvements in the current base pay.

Methodology

Numerous activities were undertaken by Hanna Resource Group to conduct the IT Compensation Assessment and form recommendations. The activities include the following items:

1. A complete review of all information provided by LFUCG including job descriptions, information regarding the size of the organization's budget, industry identifiers, current pay philosophy, current base pay, and current pay structure.
2. Coordination with Tammy Walters, to confirm the scope of each position's responsibilities, and the respective benchmark for all positions.
3. Market price twenty-three (23) jobs through conducting an analysis of various compensation surveys within the Economic Research Institute's database. This system is the largest compensation system of its kind, and includes survey information from thousands of profit companies. Data pulled included pay information from the Government and Public Sector Industry.

IT Assessment Data Overview

Effective Date

Salary data was pulled for an effective date of November 1, 2011.

Industry Scope

One industry type was selected as a primary reference for the IT Compensation Assessment. This industry was the Government and Public Sector.

Overall Budget

The Overall Budget was established based on the 2012 established budget set by Mayor Jim Gray at \$480 million.

Geographic Location

The geographic scope of the IT positions was determined to be Lexington, KY.

The table on the following page represents the process in which each position was priced. All data was aged to November 1, 2011 based on economic and industry trends. When referring to the Hybrid position matches, the hybrid cut was 50/50 between the position matches.

Market Information

LFUCG Job Title	Database Match	Industry Scope	Geographic Region
Computer Operator	Computer Operator	Government	Lexington, KY
Microcomputer Support Specialist	Computer Support Specialist	Government	Lexington, KY
Electronic/Computer Controls Specialist	Computer Systems Administrator	Government	Lexington, KY
Information Systems Specialist	IS Representative	Government	Lexington, KY
Microcomputer Support Supervisor	Computer Support Supervisor	Government	Lexington, KY
Computer Operations Manager	Computer Operations Manager	Government	Lexington, KY
Database Administrator	Database Administrator	Government	Lexington, KY
Network Supervisor	Network Control Supervisor	Government	Lexington, KY
Network Security Engineer	Network Engineer	Government	Lexington, KY
Computer Systems Manager	Computer Systems Manager	Government	Lexington, KY
Computer Systems Manager Senior	Computer Systems Manager- Level 3	Government	Lexington, KY
Director of Computer Services	Director, Computer Operations	Government	Lexington, KY
Director of Enterprise Solutions	Director, Systems & Programming	Government	Lexington, KY
HCM Manager for Enterprise Solutions	HRIS Supervisor	Government	Lexington, KY
Computer Analyst	Hybrid- Software Engineer, Network Engineer	Government	Lexington, KY
Computer Analyst Supervisor	Hybrid- Software Engineer, Network Engineer- Level 3	Government	Lexington, KY
Technical Manager for Enterprise Solutions	Hybrid- Technical Services Manager/HRIS Manager	Government	Lexington, KY
Enterprise Systems Developer Senior	Hybrid- HRIS Analyst- Level 3/Systems Developer- Level 3	Government	Lexington, KY
Enterprise Systems Developer	Hybrid- HRIS Analyst/Systems Developer	Government	Lexington, KY
GIS Specialist	SLOT	Government	Lexington, KY
Systems Admin for Enterprise Solutions	SLOT	Government	Lexington, KY
GIS Programmer/Analyst	SLOT	Government	Lexington, KY
Financials Manager for Enterprise Solutions	SLOT	Government	Lexington, KY

Market Analysis Results- Base Pay

The table below is a comparison of the current actual salaries for IT staff positions with market median base pay.

Due to the current market position and external factors at LFUCG, it is recommended LFUCG continue the practice of paying at market median for all IT positions. The data concludes that LFUCG's current base pay overall is 95.44% of the market median, or about 4.5 percentage points below the 50th percentile. However, this percentage varies by position. Highlighted jobs are outside a normal competitive range of pay for the job which is 80%-120%. There are two outliers compared to market data: Electronic/Computer Controls Specialist and Microcomputer Support Supervisor. If LFUCG adjusts these two jobs the average pay will be even closer to the median.

Position Title	Average Current Salary	Median	% of Market Median
Computer Operator	\$32,505	\$35,441	91.72%
Microcomputer Support Specialist	\$41,194	\$43,736	94.19%
Electronic/Computer Controls Specialist	\$45,596	\$59,740	76.32%
Information Systems Specialist	\$47,096	\$41,513	113.45%
Microcomputer Support Supervisor	\$49,996	\$65,729	76.07%
Computer Analyst	\$50,594	\$62,636	80.77%
Enterprise Systems Developer Senior	\$52,034	\$62,985	82.61%
Database Administrator	\$55,273	\$67,697	81.65%
HCM Manager for Enterprise Solutions	\$61,237	\$59,507	102.91%
Computer Operations Manager	\$61,961	\$74,020	83.71%
Enterprise Systems Developer	\$65,067	\$57,294	113.57%
Network Supervisor	\$65,239	\$64,252	101.54%
Network Security Engineer	\$66,127	\$57,967	114.08%
Technical Manager for Enterprise Solutions	\$68,140	\$75,908	89.77%
Computer Systems Manager	\$73,396	\$74,020	99.16%
Computer Systems Manager Senior	\$80,915	\$81,044	99.84%
Director of Computer Services	\$97,637	\$92,901	105.10%
Director of Enterprise Solutions	\$103,547	\$92,877	111.49%
Computer Analyst Supervisor	VACANT	\$75,483	VACANT
Overall			95.44%

Base + Supplement Comparisons

Currently, LFUCG pays a base rate, plus an additional supplement amount for several IT positions. The table below represents a comparison of those positions which receive additional supplements and the effect the extra pay has on LFUCG's market competitiveness. The data concludes that with the additional supplement for several of the positions, LFUCG is 107.35% of the market median, or about 7 percentage points above the 50th percentile. The highlighted jobs are outside a normal competitive range of pay for the job which is 80%-120%.

Position Title	Average Current Salary + Supplement	Median	% of Market Median
Computer Analyst Supervisor	VACANT	\$75,483	VACANT
Microcomputer Support Specialist	\$45,314	\$43,736	103.61%
Electronic/Computer Controls Specialist	\$50,155	\$59,740	83.96%
Information Systems Specialist	\$51,806	\$41,513	124.79%
Microcomputer Support Supervisor	\$59,996	\$65,729	91.28%
Computer Analyst	\$60,712	\$62,636	96.93%
Database Administrator	\$66,327	\$67,697	97.98%
Computer Operations Manager	\$74,353	\$74,020	100.45%
Network Supervisor	\$78,287	\$64,252	121.84%
Network Security Engineer	\$79,353	\$57,967	136.89%
Computer Systems Manager	\$80,736	\$74,020	109.07%
Computer Systems Manager Senior	\$85,769	\$81,044	105.83%
Director of Computer Services	\$103,496	\$92,901	111.40%
Director of Enterprise Solutions	\$103,547	\$92,877	111.49%
Overall			107.35%



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