

City of Bloomington, IN - City Council Ad Hoc Salary Committee

Basis of Salary Setting - Heat Map

Illustrative Scoring Template and Committee Scoring Results

Legend:



Scoring Template

Council Member Scoring Results

ID	Potential Basis of Determining Base Salary	Guiding Principles					Score	Council Member Scoring Results				Sum	Top 3
		Accessibility of Public Service	Equitable Pay	Quality Community Service	Informed Decisions	Transparent & Documented Process	Alignment to Guiding Principles	Score	Score	Score	Score		
1	<b>Base Salary on What We Were Paid Last Year</b> (prior year salary, with or without a percentage adjustment)	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	6	7	5	7	25	
2	<b>Hourly Rate Basis</b> (establish hourly rate and multiply by a TBD number of hours)	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	10	9	7	9	35	
3	<b>3a. Set Mayor Salary Equal to Department Head, and Set Council and Clerk Salaries at a Percentage of Mayor</b> (e.g. base the percentage on 1) level of responsibility for each role and 2) percentage of time/FTE)	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	11	15	13	15	54	#1
	<b>3b. Set Mayor Salary Relative to City Civil Grade 14 Range; Set Clerk Salary Relative to City Civil Grade 13 Range; Set Council Salary Based as a % of Mayor. (Note: Option added/revised on 11/8.)</b>												
4	<b>Set Clerk Salary Equal to Department Head, and Set Council and Mayor Salaries at a Percentage of Clerk</b> (e.g. base the percentage on 1) level of responsibility for each role and 2) percentage of time/FTE)	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	8	14	13	14	49	#2
5	<b>Use Point Factor Rubric to Determine Equivalent Civil City Pay Grade and Corresponding Salary Range</b> Note: As the rubric was not designed for Elected Officials, certain factors will not apply and points will need to be redistributed. The maximum potential result using the City's current rubric is a Grade 14; therefore potential outcomes are limited to 1) Grade 14 (equal to highest-earning COB Civil City jobs) or 2) less than 14.	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	11	8	6	12	37	
6	<b>Benchmarking</b> - Other Indiana Second Class Cities, the State of Indiana Government, or Monroe County - Peer cities nationwide with similar form of government - Peer cities nationwide with similar cost of living - Local private sector employers	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	8	9	10	8	35	
7	<b>Base Salary on Local Economic Factors</b> - Area Median Income - Average Community Income - Cost of Living Note: Further discussion required. Which EO salary(ies) would be set equal to the AMI (or other metric)?	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	13	9	11	10	43	#3
8	<b>Market Responsiveness</b> (e.g. adjustments to incentivize increased candidate pool)	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	9	10	12	9	40	
9	<b>Supplemental Salary Adjustments / Bonus Pay</b> - Additional degrees or certifications - Onboarding / learning period - Tenure	[1-3]	[1-3]	[1-3]	[1-3]	[1-3]	[SUM]	11	11	9	12	43	
<b>Other Considerations</b>													
a.	Indiana Code § 36-4-7-2(c) - compensation of an elected city officer cannot be reduced below the amount fixed for the previous year, nor can it be changed in the year for which it is fixed												
b.	Consultation with incumbents - potential future aspiration to survey community to understand expectations of Council Members (which may drive salary setting)												