



Compensation and Benefits Survey - Development

- ▶ Determine a group of “like” communities.
- ▶ Design a survey with benchmark positions.
- ▶ Survey is sent to comparable communities.
- ▶ Short job descriptions are included with job titles to ensure relevant data – “apples” to “apples”.

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Compensation and Benefits Survey

- ▶ Establishment of comparable communities (Appendix B):
 - ▶ The following eight criteria were used:
 - ▶ Population
 - ▶ Per Capita Income
 - ▶ Equalized Assessed Value Per Capita
 - ▶ Total Assessed Value
 - ▶ Tax Levy
 - ▶ Total Budget
 - ▶ State Aid
 - ▶ Proximity to Concord

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