



CITY OF MENIFEE

SUBJECT: Establishment of a Comparator Agencies List for the City's Comprehensive Classification and Compensation Study

MEETING DATE: October 4, 2023

TO: Mayor and City Council

PREPARED BY: Bryan Melton, Human Resource Analyst

REVIEWED BY: Jonathan Nicks, Deputy City Manager

APPROVED BY: Armando G. Villa, City Manager

RECOMMENDED ACTION

1. Approve the list of Comparator Agencies, as recommended by Koff & Associates, a division of Arthur J. Gallagher & Co., for the City of Menifee Comprehensive Classification and Compensation Study.

DISCUSSION

On June 15, 2022, the City Council approved a Professional Services Agreement with Koff & Associates, Inc. ("Koff") for the Comprehensive Classification & Compensation Study ("Study") for a total cost of \$224,230. The City Council subsequently approved Amendment No. 1 on June 21, 2023, extending the term of the Professional Services Agreement to December 31, 2023.

As part of the compensation component of the Study, Koff conducted an analysis of comparator agencies to identify those most logically aligned with the City of Menifee. The following criteria were used in their comparison analysis: geographic proximity, population, number of full-time equivalent employees, general fund expenditure, cost of living, Transient Occupancy Tax (TOT) percentage of expenditures, and comparable services. In the attached Menifee Comparator Analysis and Table 1 on the following page, a lower score indicates a strong comparison to the City of Menifee, while a higher score indicates a weaker comparison.

After Koff's analysis and in collaboration with the City's six recognized bargaining units, the 12 highlighted/bold agencies in Table 1 on the following page are recommended for comparison.

Table 1. Comparator Agency Summary

Ranking	Comparator Agency	Overall Comparison Score
	City of Menifee*	
1.	City of Murrieta*	41
2.	City of Chino*	51
3.	City of Lake Elsinore	52
4.	City of Perris	58
5.	City of Redlands*	61
6.	City of Vista	63
7.	City of Upland*	66
8.	City of Temecula	67
9.	City of Beaumont*	73
10.	City of Moreno Valley	75
11.	City of Hemet*	76
12.	City of Escondido*	82
13.	City of Indio*	84
14.	City of Wildomar	86
15.	City of Corona*	87
16.	City of Banning*	92
17.	City of Palm Springs*	93
18.	City of Riverside*	108
19.	City of Oceanside*	113
20.	Riverside County Sheriff's Office*	115
21.	City of Carlsbad*	125

* Indicates agency with City Police Department (i.e. not contracted out)

While the cities of Lake Elsinore, Perris, and Vista were compared closely with Menifee, Koff recommended they be exchanged with the cities of Indio, Corona, and Palm Springs to provide a more robust dataset for sworn and non-sworn Police classifications.

Additionally, consideration was given to those agencies without their own Police Department that are in direct competition for the same workforce as the City of Menifee. These agencies are more relevant to the City's overall operations from a recruitment and retention perspective.

STRATEGIC PLAN OBJECTIVE

Regular City Business

FISCAL IMPACT

There is no fiscal impact associated with the recommended action.

ATTACHMENTS

1. Menifee Comparator Analysis