

A number of different techniques are used in the study to assess data, determine patterns, and demonstrate results to employees, administration, and the public. The following are examples:

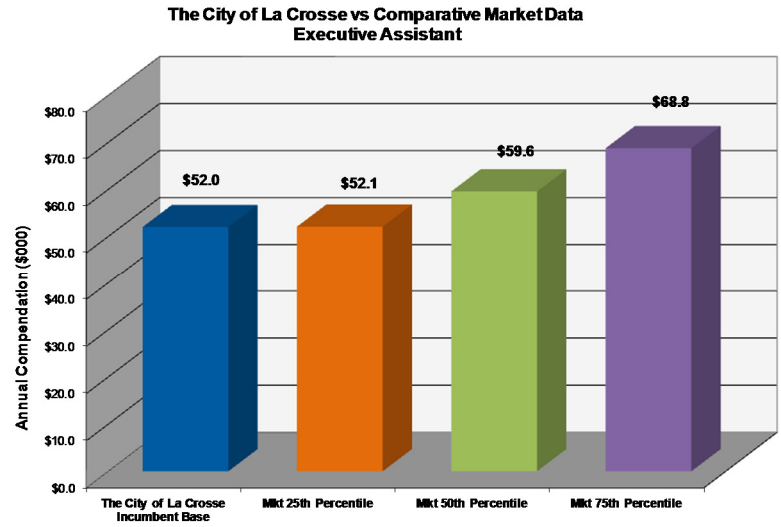
A chart is prepared illustrating grades, ranges, number of positions, number of people in positions, and percentage increase from the previous compensation schedule.

Current Grade	(\$000's)				Spread	Midpoint Differential	% Increase	# of Positions	# of People
	Min	Mid	Max	Spread					
11	\$58.8	\$75.0	\$91.2	55%	10.1%	4.2%	4	12	
10	\$54.5	\$68.1	\$81.7	50%	15.4%	5.4%	2	2	
9	\$47.2	\$59.0	\$70.8	50%	6.3%	1.7%	1	2	
8	\$44.4	\$55.5	\$66.6	50%	8.8%	5.2%	2	2	
7	\$40.8	\$51.0	\$61.2	50%	14.6%	6.2%	2	2	
6	\$37.1	\$44.5	\$51.9	40%	11.3%	1.8%			
5	\$33.3	\$40.0	\$46.7	40%	7.4%	0.6%	2	6	
4	\$31.0	\$37.3	\$43.5	40%	12.9%	2.9%	1	1	
3	\$27.5	\$33.0	\$38.5	40%	8.2%	0.2%			
2	\$25.4	\$30.5	\$35.6	40%	10.9%	1.8%			
1	\$23.4	\$27.5	\$31.6	35%		0.8%			
Average							2.1%	14	27

A table is prepared for each position and provides data used in the survey. This technique allows the City to see the actual data used.

The City of La Crosse Comparative Market Survey Data 2013 - (\$000)			
8 - Executive Assistant			
Example Person	Market Survey Base Compensation		
	25th Percentile	Annual Median	75th Percentile
Executive Assistant, ERI (Wisconsin, 7 yrs exp)	\$53.4	\$58.3	\$65.0
Executive Secretary - GMASHRM (50 FTE +, \$50M +)	\$47.4	\$51.0	\$55.5
Executive Assistant, Some Wis city	\$55.4	\$69.4	\$85.8
Averages	\$52.1	\$59.6	\$68.8
City of La Crosse Overall Incumbent Average		\$52.0	
	Number of incumbents	1	

Graphs are prepared for each position demonstrating the relative standing of each position in the market.



Ratio analysis tables demonstrate relative standing of positions to the market and to internal pay structures.

	(A)	(B)	(A/C)	(B/C)	(A/B)		(C)			
Job title	Current (\$/Yr \$000)	Market (\$/Yr)	Compa-ratio	Market Compa-	Market Index	Suggested Grade	Min (\$000)	Mid (\$000)	60th (\$000)	Max (\$000)
Receptionist / Office Assistant	\$32.4	\$29.4	108.1%	98%	110%	2	\$25.0	\$30.0	\$32.0	\$35.0
Accounting Clerk - Receivables	\$36.9	\$36.1	99.3%	100%	100%	4	\$30.2	\$36.2	\$38.6	\$42.2
Accounting Clerk - Payables	\$38.8	\$36.7	107.2%	99%	109%	4	\$30.2	\$36.2	\$38.6	\$42.2
IT Technician	\$36.0	\$41.1	82.4%	94%	88%	6	\$36.4	\$43.7	\$46.6	\$51.0
Executive Assistant	\$49.5	\$53.8	93.9%	102%	92%	8	\$42.2	\$52.8	\$57.0	\$63.3
Accountant	\$53.6	\$51.4	101.5%	97%	104%	8	\$42.2	\$52.8	\$57.0	\$63.3
Manager of Administrative Services	\$60.7	\$64.9	93.9%	101%	93%	10	\$51.7	\$64.6	\$69.8	\$77.5
Network Manager	\$63.0	\$70.4	87.6%	109%	89%	10	\$51.7	\$64.6	\$69.8	\$77.5
Applications Analyst	\$64.8	\$63.6	100.3%	83%	121%	10	\$51.7	\$64.6	\$69.8	\$77.5
Records and Information Manager	\$60.1	\$68.0	83.5%	94%	88%	11	\$56.6	\$72.0	\$78.2	\$87.5
Director of Human Resources	\$68.5	\$78.5	87.3%	100%	87%	12	\$61.6	\$78.5	\$85.3	\$95.4
			Overall	97.4%	98.0%	101.0%				

Graphical display of the raw data aids understanding the implications.

