



STAFF REPORT

Meeting Date: August 16, 2016
To: Honorable Mayor & City Council
From: Don Rhoads, Chief Financial Officer
Subject: Approval of Study to Compare Private Sector Salaries and Benefits with That of Comparable City of Beverly Hills Positions to be Performed by Students of the University of Southern California Marshall School of Business MBA Program
Attachments: None

INTRODUCTION

At the request of the Mayor, staff will be participating in a study of private vs public sector salaries and benefits performed by students of the University of Southern California Marshall School of Business MBA Program. Because there will be very limited staffing resources expended and minimal cost involved, unless directed otherwise, staff will proceed with providing City salary and benefit information and advice as needed to support this study. This report is for information only and staff will bring back the study's findings once it is concluded.

DISCUSSION

In 2014 the City hired a consultant to study and compare the salaries and benefits of employees in the private sector with comparable positions in the City of Beverly Hills. This study was not ultimately successful because of the difficulty of getting detailed salary and benefit information from private sector companies in order to compare their total compensation packages with the City's. Because of that difficulty the Council discontinued the study at that time in order to not incur any additional consultant or staff related costs.

Recently, a professor with the University of Southern California Marshall School of Business MBA Program has agreed to consider making a similar study part of his coursework during the upcoming fall semester. The study would be performed by MBA students at no cost to the City (except for possible reimbursement of some university travel and supply expenses) and would take place during October and November with a final report in early December. City staff time would be minimal as it would involve initial meetings or phone calls to discuss the scope of the project and sending USC the City's detailed salary and benefit information, which is readily available.

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FISCAL IMPACT

Since the study will be performed by USC MBA students the cost to the City would be minimal. There would be some staff time involved to send City pay and benefit data and some initial meetings to discuss scope of the project. There may also be some minor expense reimbursements requested by USC for travel and supply costs related to the project, which can be covered with existing budgeted funds.

RECOMMENDATION

This report is for information only. Unless directed otherwise, staff will proceed with providing support for the study by providing the City's detailed salary and benefit information as well as initial input on the project as needed. The findings from the study will be brought back to the City Council when the project is completed.



Don Rhoads

Approved By