



CBIZ TALENT & COMPENSATION SOLUTIONS | NOVEMBER 10, 2021

SACRS Fall Conference Compensation Highlights & Trends





Speakers

CBIZ TALENT & COMPENSATION SOLUTIONS



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¹Inside Public Accounting (IPA) - August 2020 ²Business Insurance magazine - July/August 2020 ³Rankings/recognition by unaffiliated rating services/publications should not be construed as a guarantee of a certain level of results if CBIZ Retirement Plan Services (CBIZ Financial Solutions, Inc. or CBIZ Investment Advisory Services, LLC) is engaged, or continues to be engaged, to provide investment advisory services. The "PLANADVISER top 100 Retirement Plan Advisers" list is compiled from responses to the PLANADVISER Retirement Plan Adviser Survey. The list is drawn solely from a set of quantitative variables and information in the survey is supplied by the advisers themselves.

National Resources; Personal Service

- 10th Largest Accounting Provider Nationally¹
- A Top 20 Largest Broker of U.S. Business²
- A Top 100 Retirement Plan Adviser³



62 Workplace Awards

in 2019



Commitment to Community

including

8 Million+ Lbs. of Food Donated

since 2009



*CBIZ Retirement Plan Services is a trade name under which certain subsidiaries of CBIZ, Inc. (NYSE Listed: CBZ) market investment advisory, investment management, third-party administration, actuarial and other retirement plan services. Investment advisory and investment management services offered through CBIZ Investment Advisory Services, LLC, SEC Registered Investment Adviser. Investments, investment advisory and investment management services may also be offered through CBIZ Financial Solutions, Inc., Member FINRA, SIPC and SEC Registered Investment Adviser, dba CBIZ Retirement Plan Advisory Services. Third-party administration actuarial and other consulting services offered through CBIZ Benefits & Insurance Services, Inc. *Investment consulting provided by CBIZ Investment Advisory Services, LLC.*



CBIZ Public Pension Compensation Survey Results

2021 Survey Complete!





Overview

JOBS

- 64 jobs
 - Executive
 - Audit
 - Benefits
 - Accounting & Finance
 - Human Resources
 - Information Technology
 - Investments
 - Legal

DATA

- Base
- Total Cash Compensation
- Data Cuts
 - All
 - AUM
 - # Employees
 - # Members

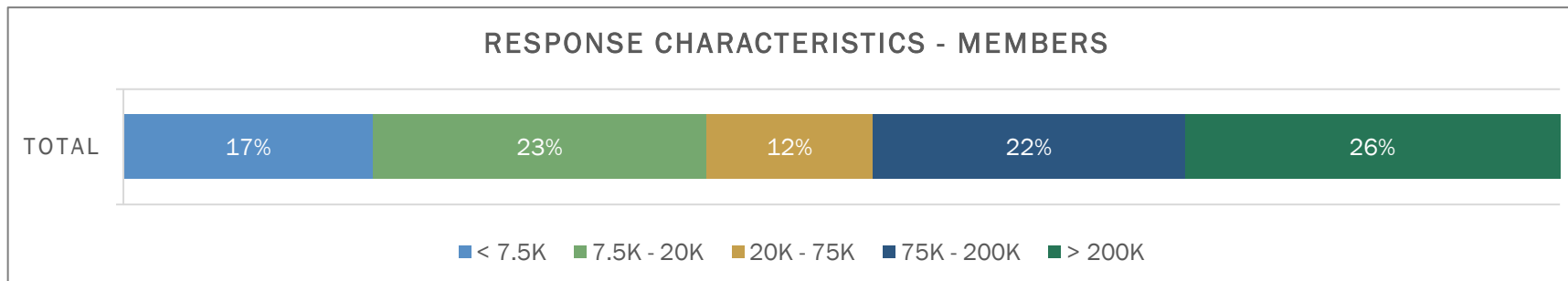
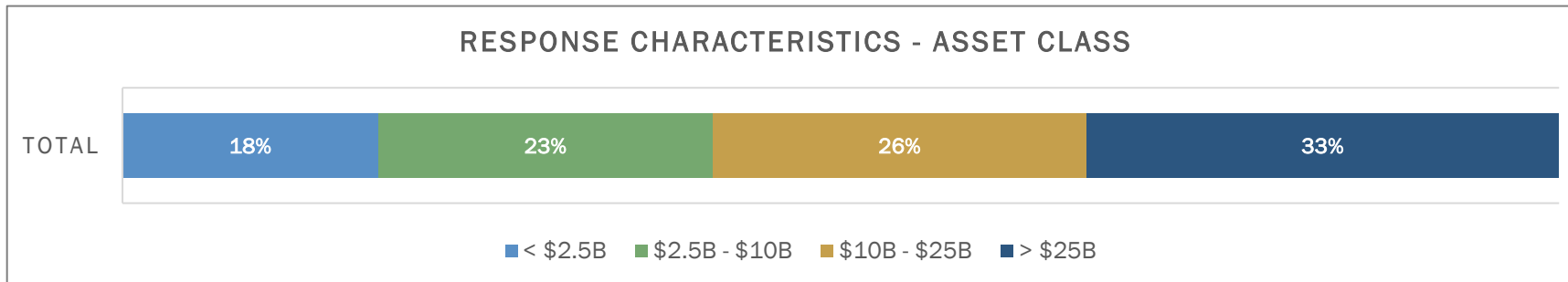
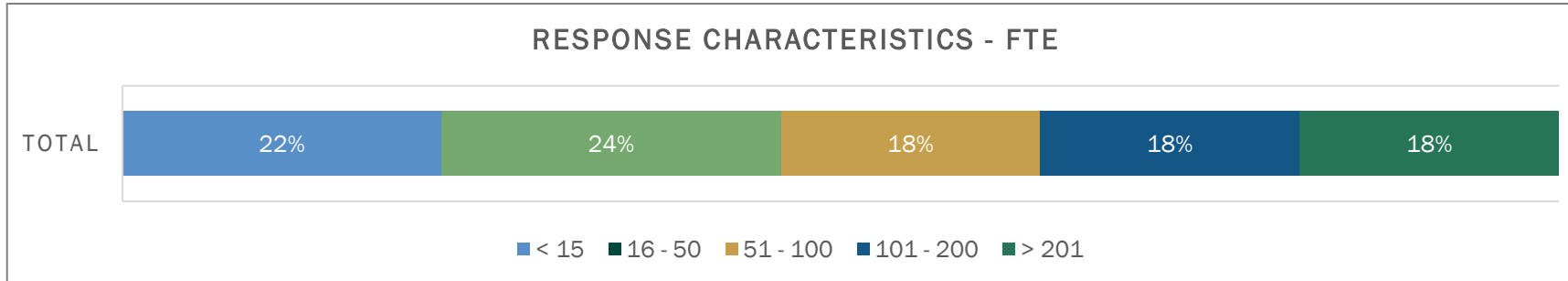


CBIZ Public Pension Compensation Survey

1. **City of Fresno Retirement Systems**
2. **City of San Jose, Office of Retirement Services**
3. **Fresno County Employees Retirement Association**
4. **Kern County Employees' Retirement Association**
5. **Los Angeles City Employees Retirement System**
6. **Mendocino County Employees' Retirement Association**
7. **San Bernardino County Employees' Retirement Association**
8. Alaska Permanent Fund Corporation
9. Arizona Public Safety Personnel Retirement Systems
10. Arizona State Retirement System
11. Austin Fire Fighters Relief & Retirement Fund
12. Board of Education Retirement System (BERS)
13. Charlotte Firefighters' Retirement System
14. City of El Paso Employees Retirement Trust
15. City of Knoxville Employees' Pension System
16. Colorado Public Employees' Retirement Association
17. Dallas Police & Fire Pension System
18. Denver Employees Retirement Plan
19. El Paso Firemen & Policemen's Pension Fund
20. Employees Retirement System of Texas
21. Employees' Retirement System of the State of Hawaii
22. Fire and Police Pension Association
23. Fort Worth Employees' Retirement Fund
24. Houston Firefighters' Relief and Retirement Fund
25. Houston Police Officers' Pension System
26. Illinois Municipal Retirement Fund
27. Iowa Public Employees' Retirement System
28. Jacksonville Police and Fire Pension Fund
29. Kansas City Public School Retirement System
30. Kansas Public Employees Retirement System
31. Louisiana School Employees' Retirement System
32. Maine Public Employees Retirement System
33. Minnesota State Retirement System
34. Minnesota Teachers Retirement Association
35. Missouri Local Government Employees Retirement System
36. Missouri State Employees Retirement System
37. MoDOT & Patrol Employees' Retirement System
38. Municipal Employees' Retirement System of Louisiana
39. Municipal Employees' Retirement System of Michigan
40. Municipal Fire & Police Retirement System of Iowa
41. Municipal Police Employees' Retirement System
42. Nebraska Investment Council
43. New Hampshire Retirement System
44. New Jersey Division of Investment
45. New Mexico Educational Retirement Board
46. North Dakota Public Employees Retirement System
47. Ohio Police and Fire Pension Fund
48. Ohio Public Employees Deferred Compensation
49. Ohio Public Employees Retirement System
50. Oklahoma Police Pension & Retirement System
51. Oklahoma Public Employees Retirement System
52. Pennsylvania State Employees Retirement System (SERS)
53. Public Employees Retirement Association of Minnesota
54. Public Employees Retirement Association of New Mexico
55. Public Employees' Retirement System (PERS) of MS
56. Public Employees' Retirement System of Nevada
57. Public School & Education Employee Retirement Systems of Missouri
58. Public School Employees Retirement System of Pennsylvania
59. School Employees Retirement System of Ohio
60. Seattle City Employees' Retirement System
61. South Carolina Public Employee Benefit Authority
62. South Carolina Retirement System Investment Commission
63. State Board of Administration of Florida
64. State Employees' Retirement System of Illinois
65. State Teachers Retirement System of Ohio
66. Tacoma Employees' Retirement System
67. Teacher Retirement System of Texas
68. Teachers Retirement System of Georgia
69. Teachers' Retirement System of Louisiana
70. Teachers' Retirement System of Oklahoma
71. Texas Municipal Retirement System
72. Utah Retirement Systems
73. West Virginia Investment Management Board

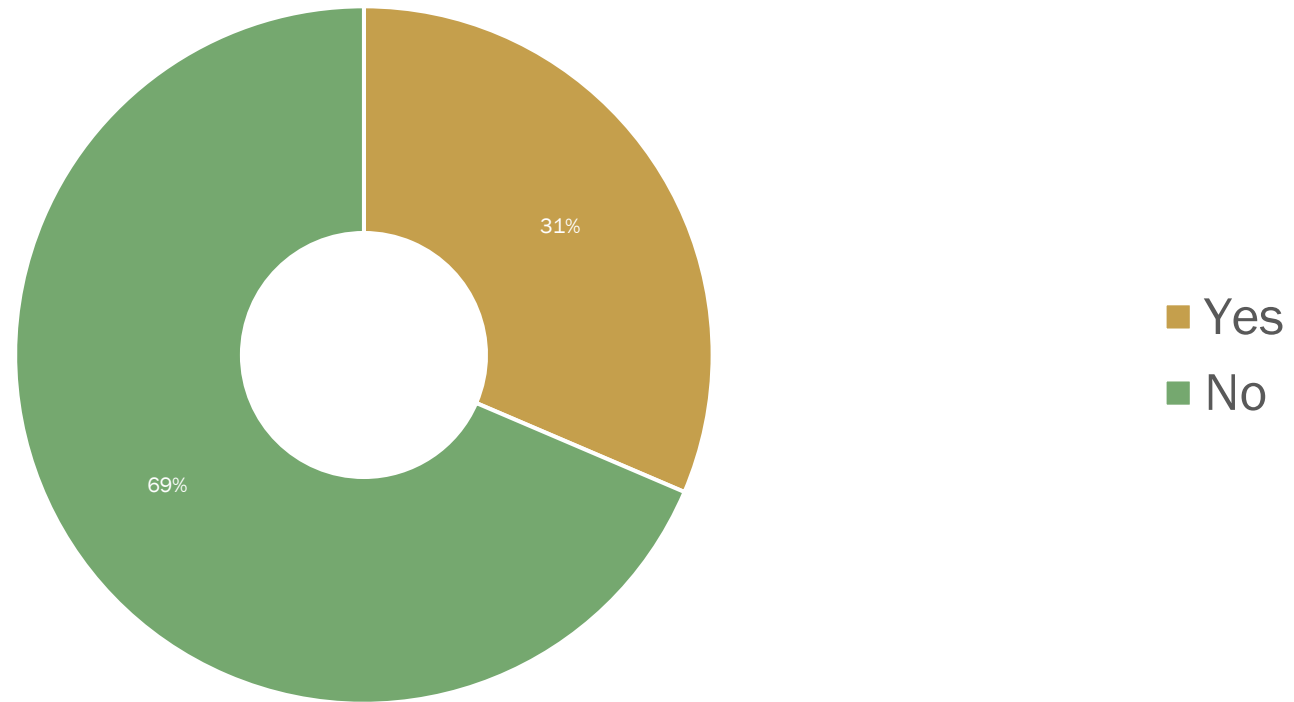


Participant Demographics



Participants

ASSETS MANAGED INTERNALLY



Survey Highlights

- Base salary medians up 6.4%
- Total Cash Compensation up 4.8%
- Top 10 highest compensation growth
 - 9 in Investment
 - 1 in Legal (Securities/Investment Attorney)
- No significant decreases
- Chief Diversity Officer added
 - Insufficient data...

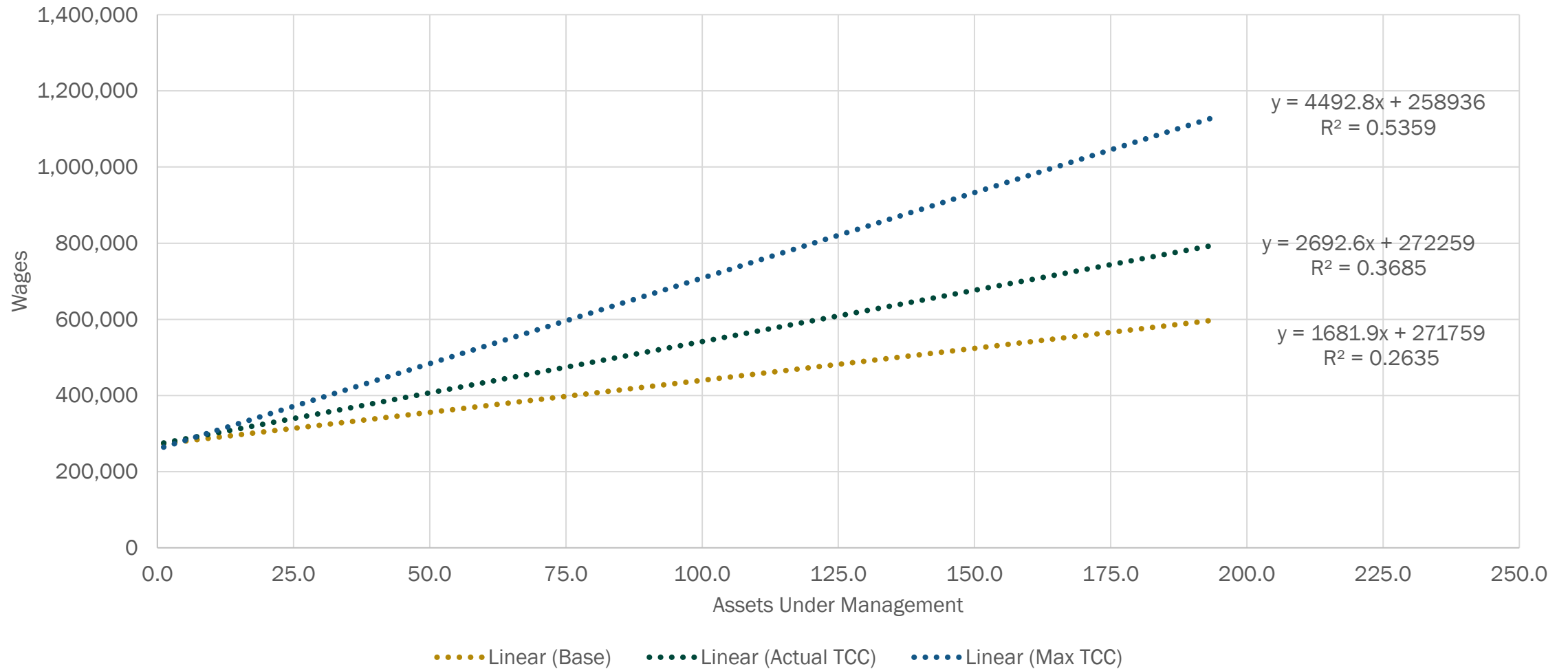


Hot Jobs in Public Funds

- From recent CBIZ Pension Survey
- Top 10 highest compensation growth
 - 9 in Investment
 - 1 in Legal (Securities/Investment Attorney)
- No significant decreases

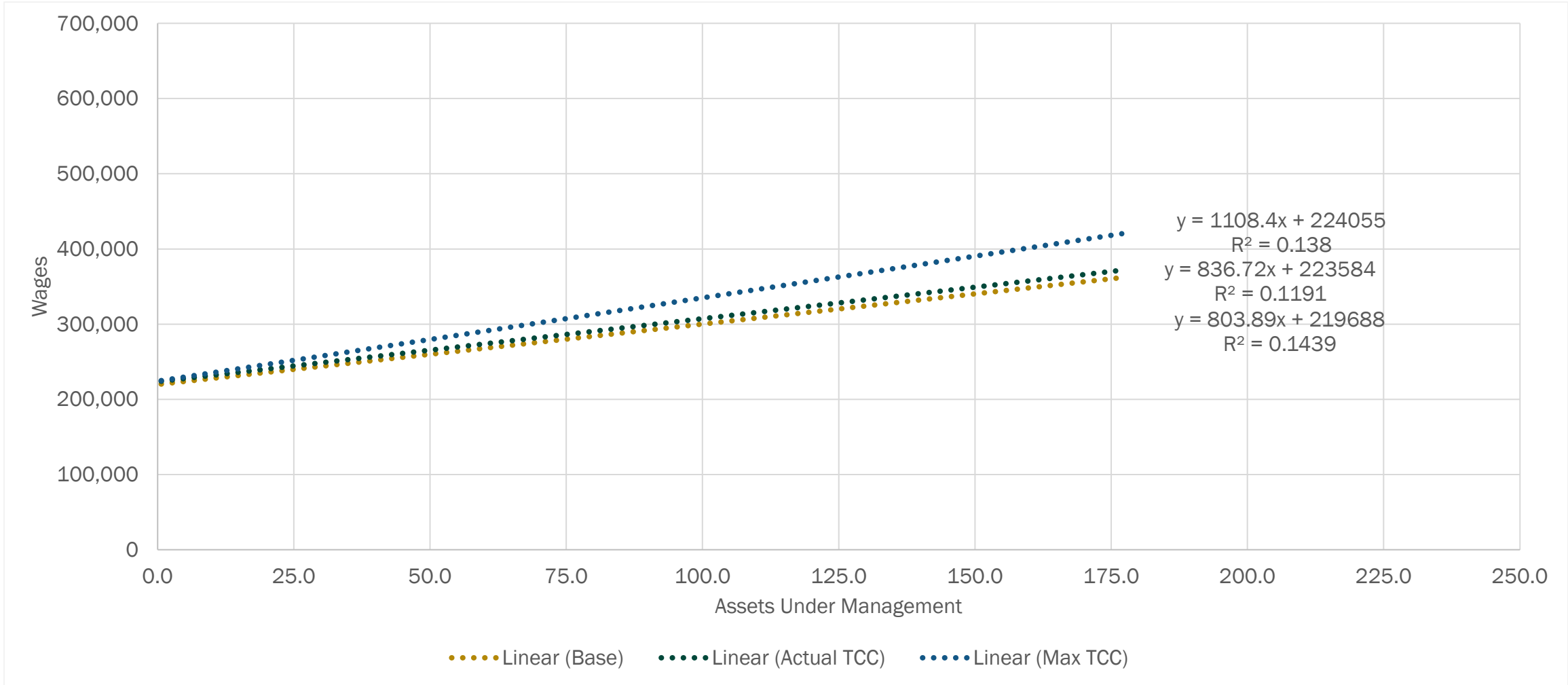


Chief Investment Officer Compensation





Executive Director Compensation

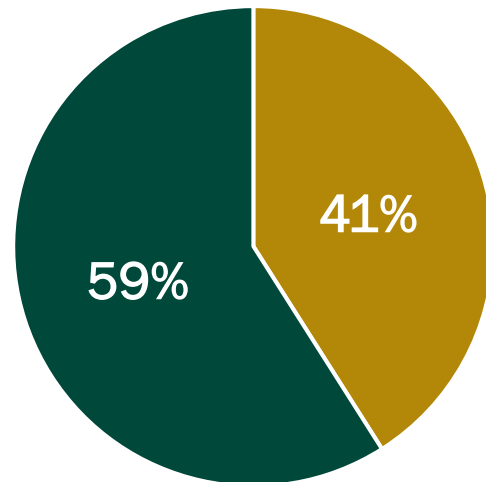




Labor Market Trends

The Great Resignation

■ Considering Leaving ■ Staying



- 41% of global workforce is likely to consider leaving within next year
 - This rate has nearly doubled
- *How to Quit Your Job in the Great Post-Pandemic Resignation Boom*
- Higher turnover with younger workforce

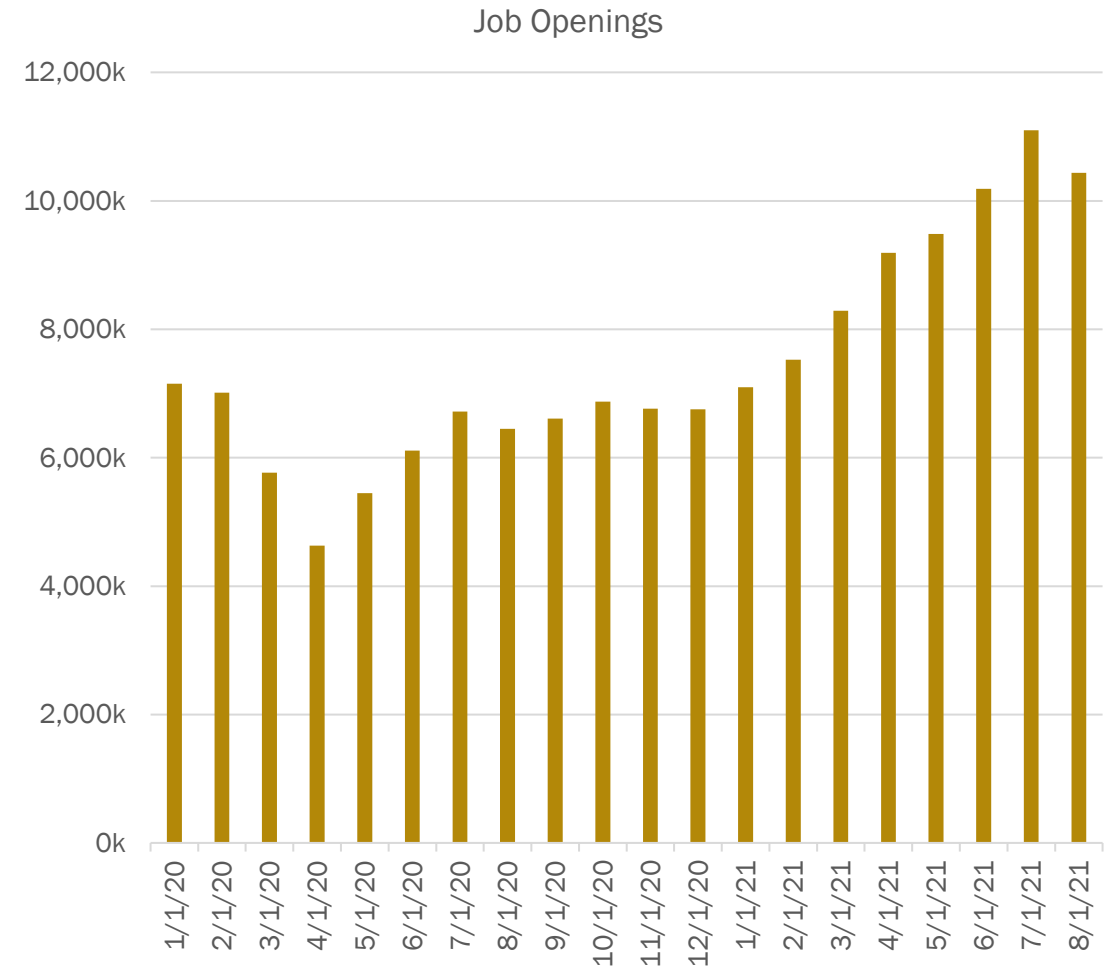
Microsoft (2021). *Work Trend Index*. <https://www.microsoft.com/en-us/worklab/work-trend-index>

Bloomberg Business (2021). *How to Quit Your Job in the Great Post-Pandemic Resignation Boom*.

<https://www.bloomberg.com/news/articles/2021-05-10/quit-your-job-how-to-resign-after-covid-pandemic>

Job Openings and Labor Turnover Survey (JOLTS)

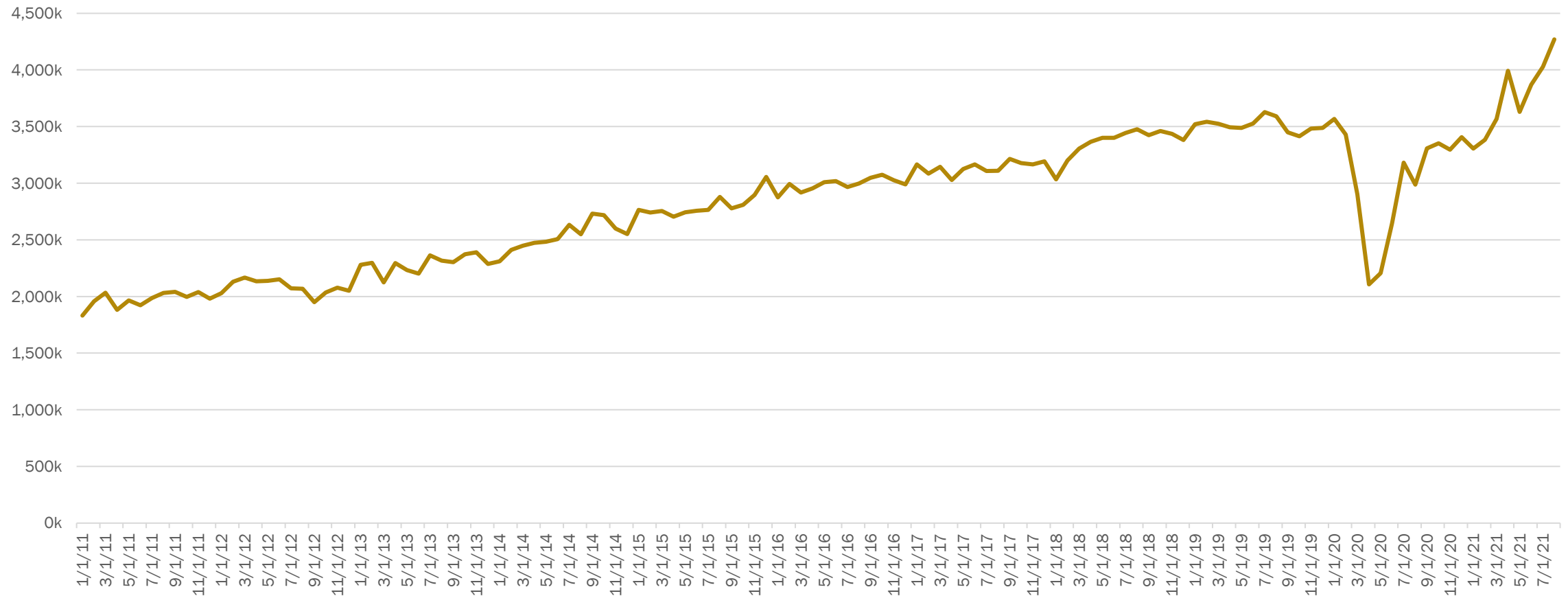
- Job Openings and Labor Turnover Survey (JOLTS)
 - 10.4 million job openings
 - (7.7 million unemployed)
 - All time high in July



BLS (October 12, 2021). *Job Openings and Labor Turnover – August 2021*.
<https://www.bls.gov/news.release/jolts.toc.htm>



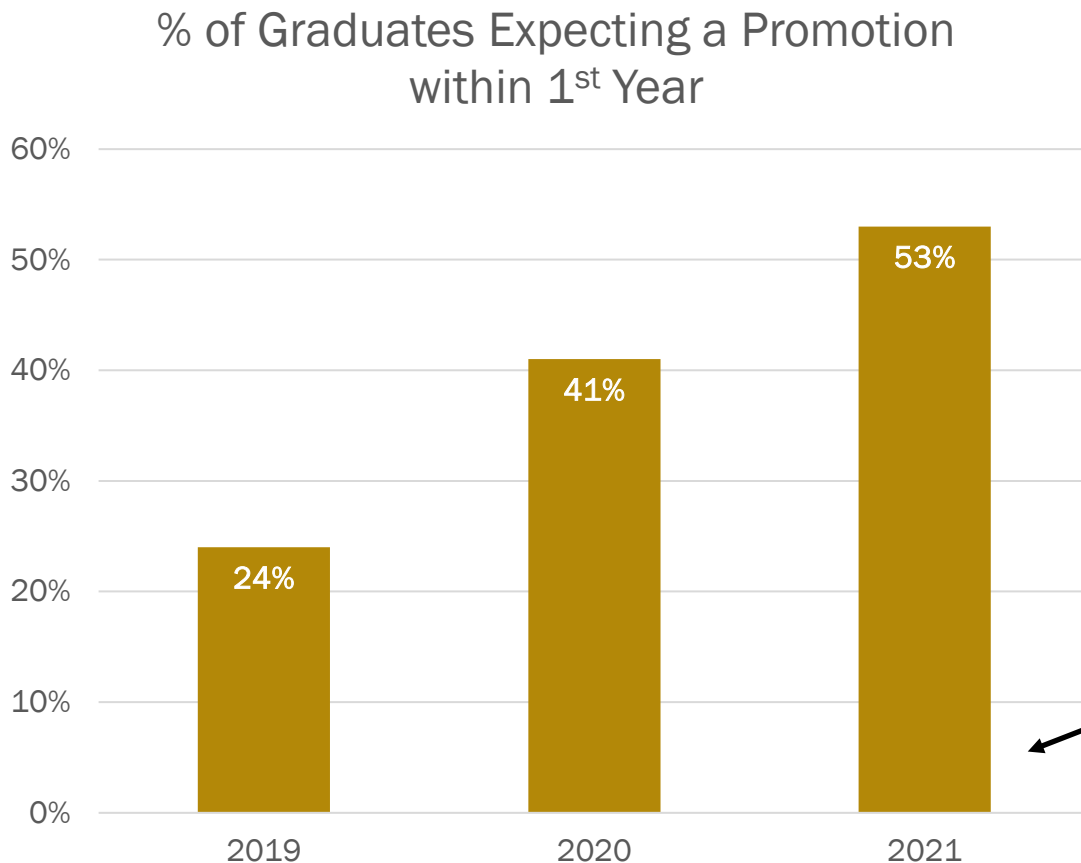
Annual Quits Rate



BLS (October 12, 2021). *Job Openings and Labor Turnover – August 2021.*


<https://www.bls.gov/news.release/jolts.toc.htm>

Promotion Expectations



- New college graduates increasingly expect a promotion within the first year
- This has implications on:
 - Job architecture
 - Salary structure

88% had not found employment



LaSalle Network (2021). *COVID Generation: Recruitment Expectations Index*. <https://www.thelasallenetwork.com/lasalle-network-blog/recruitment-expectation-index-fast-facts/>

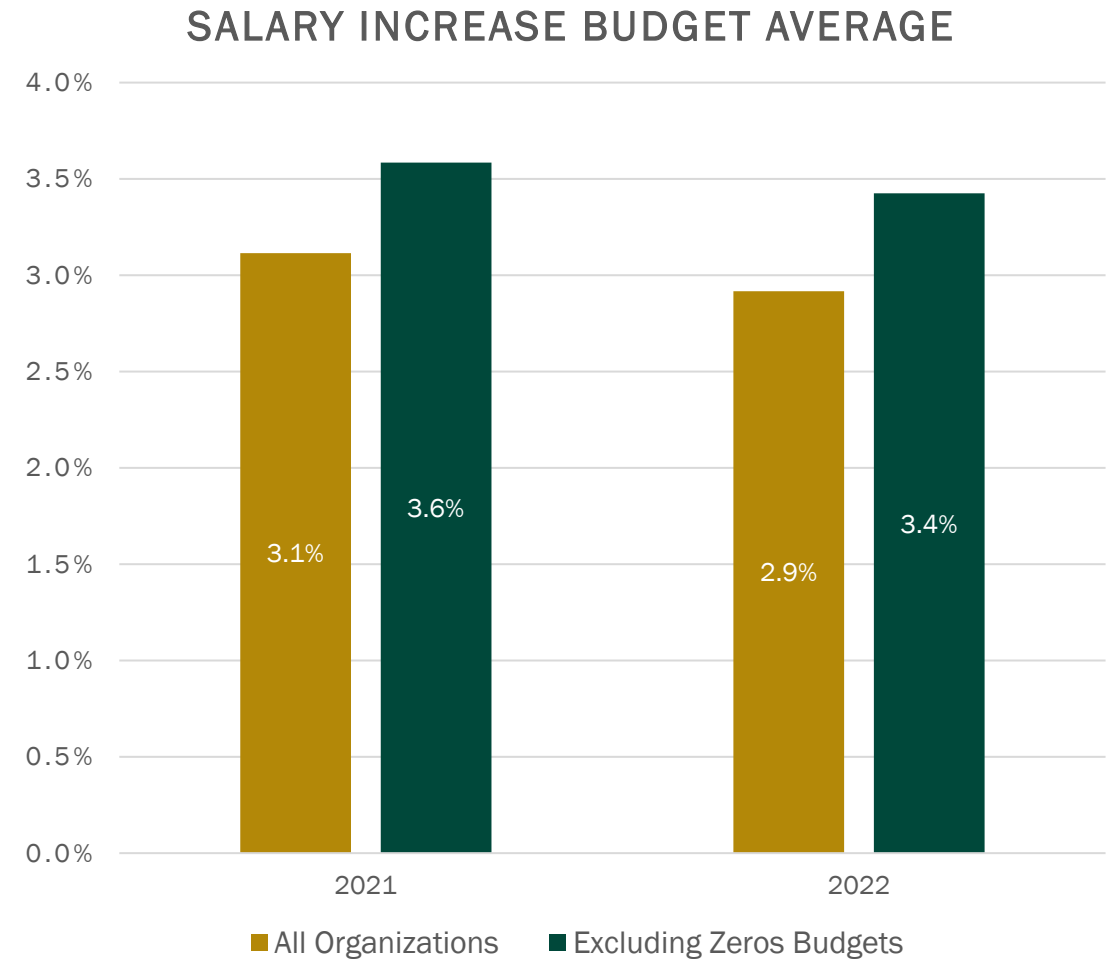


Wage Trends



2021 CBIZ Pension Survey

- Base salary data up 6.3%
- Total cash comp up 4.3%
- Salary increase trends



Wage Trends

EMPLOYMENT COST INDEX

- Wages and salaries grew 3.2%
 - 12 month period
 - June 2021
 - Civilian (all) workers

ATLANTA FED WAGE TRACKER

- Tracks group over time
- Median wage growth (Sept)
 - Overall: 4.2%
 - Job Stayer: 3.5%
 - Job Switcher: 5.4%

BLS (July 30, 2021). *Employment Cost Index Summary – June 2021*.
<https://www.bls.gov/news.release/eci.nr0.htm>

Atlanta Fed (October 14, 2021). *Wage Growth Tracker – September 2021*.
<https://www.atlantafed.org/chcs/wage-growth-tracker.aspx>



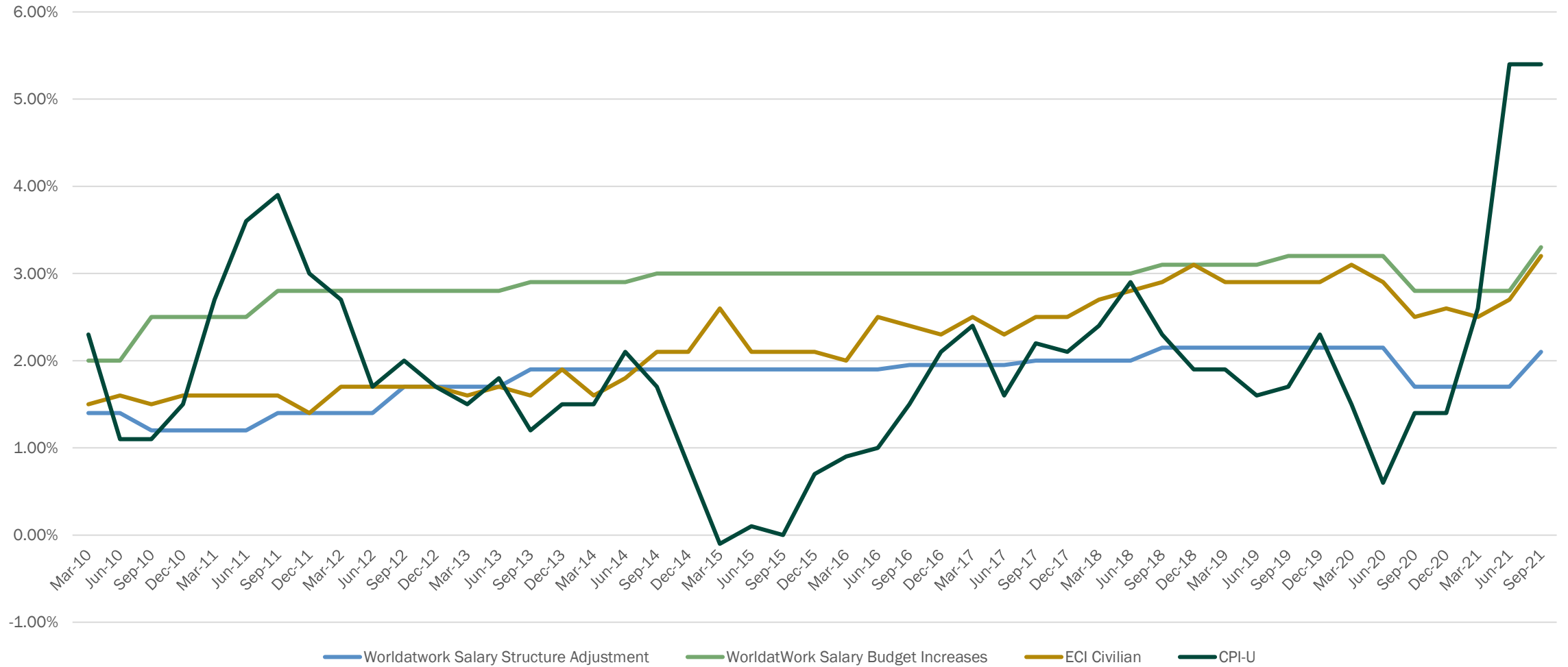
Salary Budget Surveys

2022 SALARY INCREASE BUDGETS

Conference Board	3.0% (median)
Payscale	3.3% (mean)
Willis Towers Watson	3.0% (mean)
WorldatWork	3.3% (mean)

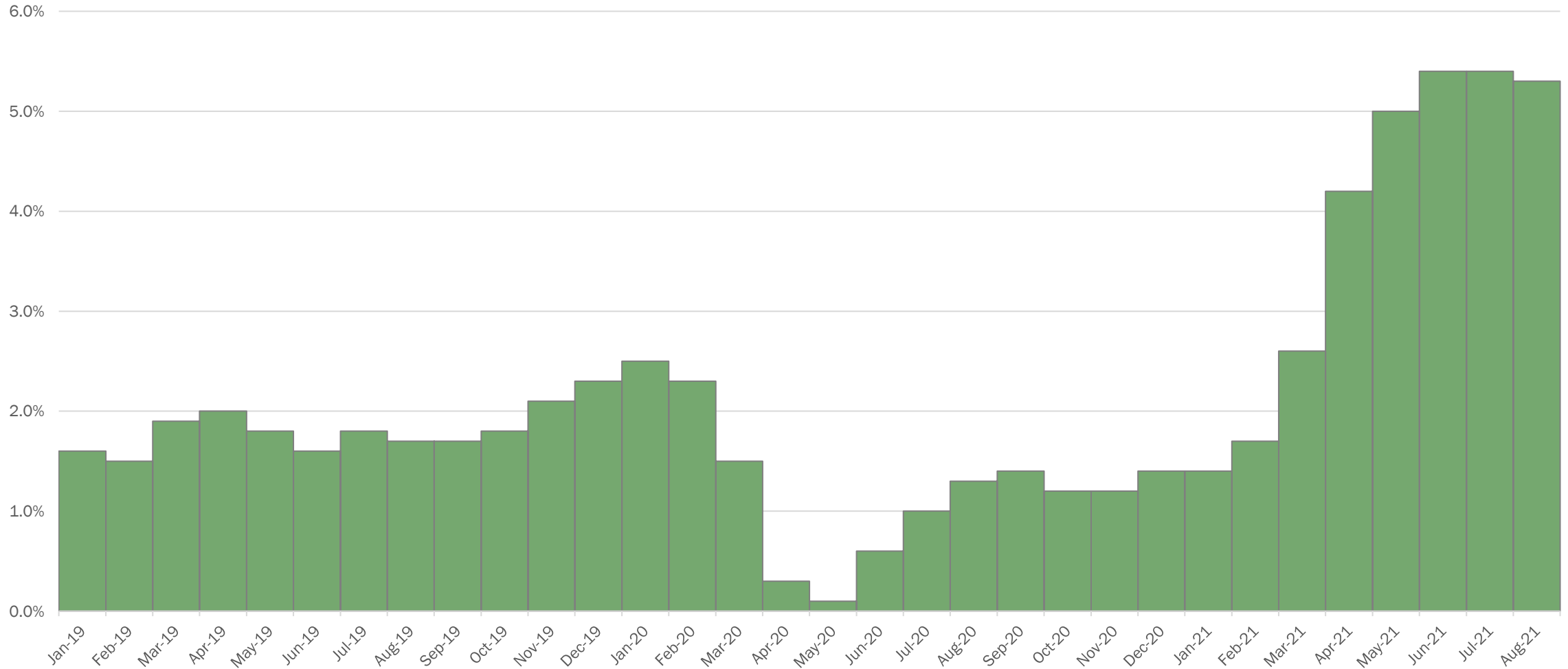


Wage Indicators





Consumer Price Index





CBIZ Recommendations

ANNUAL BEST PRACTICES

- Annual structure adjustment: 3.2%
- Salary Increase budget: 4.3%

Pay Compression

- Compression exists when inexperienced employees within a grade are paid an identical or similar rate as those with greater tenure
- Evaluate
 - Calculate target range placement
 - Start date in job
 - Performance
 - How aggressive?
 - How fast
 - Cap increases

QUESTIONS

Your Team

is here to help.

How can we help you?



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