



Alexandria City Public Schools

FY21 Compensation Study Status Update

School Board Work Session

November 16, 2020

Draft as of 11/12/20

Introduction

- As a result of the HR audit, ACPS engaged Segal to conduct compensation market assessments
- The primary goal of the studies is to determine the market competitiveness of total compensation (pay and benefits) for select employee groups
- In January 2020, we shared the results from Phase 1 of this work and are now beginning Phase 2 to be completed by early 2021
- Segal will use the same methodology and approach that was used in the first phase

Conducting periodic market assessments is a standard HR practice that informs business decisions and ensures current rewards packages support strategic objectives.

Phase 2 Employee Groups

Facilities

- Building Engineer I
- Building Engineer II
- Skilled Maintenance Work Leader
- Support Supervisor I – Maintenance

Food & Nutrition

- School Nutrition Assistant III
- School Nutrition Assistant Manager
- School Nutrition Manager I
- School Nutrition Manager II
- School Nutrition Manager III

General Administration

- Administrative Assistant I
- Administrative Assistant II
- Executive Administrative Assistant-CAO
- Executive Assistant to Superintendent

Human Resources

- Benefits Analyst
- Senior Benefits Analyst
- HR Generalist I
- HR Generalist II
- Senior Employment Specialist

Information Technology

- TS Technician I
- TS Technician II
- TS Technician III
- TS Technician IV

School Administration

- Assistant Principal, Elementary
- Assistant Principal, Middle
- Assistant Principal, High School
- Campus Administrator

Public Sector Comparators

School Divisions

- Arlington
- Fairfax
- Falls Church
- Loudoun
- Manassas
- Manassas Park
- Prince William

Local Governments

- City of Alexandria
- Arlington County

Because many of the jobs are found in multiple markets and industries, comparators include two local governments (Alexandria City and Arlington County) and **private sector** data sources in addition to school divisions.

This study focuses on two critical elements of total rewards:
pay and benefits



Pay	Benefits	Affiliation	Culture	Profession	Possibilities
Base pay	Health & Wellness	Organization mission and vision	Diversity, equity, inclusion, access	Work environment	Professional development
Stipends, supplemental pay	Retirement	Organization reputation	Recognition	Clarity of expectations	Personal growth
Pay equity	Time off	Community commitment	Peer and supervisor relationships	Work content and impact	Advancement opportunity
Future pay potential	Work-Life effectiveness		Senior leadership	Level of autonomy	Job security

Phase 2 Timeline



Thank You!

