

CITY OF MINNEAPOLIS MARKET STUDY COMPARISON

© Employers Association, Inc.

POSITION SCOPE	SVY CODE	SURVEY TITLE	SURVEY DATA								
			# CO	# EES	SALARY RANGE			AVERAGE/ BONUS		TOTAL COMP	
					MIN	MID	MAX	MEDIAN	MEAN	PAID	
Director, BIS Business Development/ Deputy Chief Information Officer											
US > 5,000 ee's	1.5	Information Technology (IT) Director	17	37	84,738	108,048	131,357	108,385	113,228	14,854	
Upper Midwest IT budget \$16-\$50 mil	3.3	VP/Director, Information Technology	4	10				115,841	119,832	21,500	124,233
Upper Midwest IT budget \$16-\$50 mil	3.3	Director, Applications Systems & Programming	4	10	100,427	129,324	163,004	137,024	133,033	35,500	158,514
US 3,500-10,000 ee's (no govt data)	4.2	Assistant Information Systems Executive	20	75	101,432	133,641	165,850	138,123	138,432	37,100	160,886
US 3,500-10,000 ee's (no govt data)	4.2	Systems Analysis & Programming Director	42	247	93,457	123,518	153,580	106,811	109,901	21,000	116,802
Minneapolis area	4.2	Systems Analysis & Programming Director	42	247				129,986	130,089	31,000	156,045
MN all business units	6.0	MIS Director, General	41	126	86,169	109,003	131,835	109,562	111,835		118,975
State of MN (current not aged)	9.0	Assistant Commissioner of Electronic Government Services	1	1	85,232	103,607	122,002		109,996		
Hennepin County (current not aged)	9.0	IT Division Manager	1	2	85,188	102,042	118,896		116,298		
AVERAGES		Hourly			43.73	55.58	67.76	58.09	57.83	12.90	66.94
		Monthly			7,579	9,633	11,744	10,068	10,024	2,235	11,604
		Annual			\$90,949	\$115,597	\$140,932	\$120,819	\$120,294	\$26,826	\$139,243

POSITION SCOPE	SVY CODE	SURVEY TITLE	SURVEY DATA							
			# CO	# EES	SALARY RANGE			AVERAGE/ MEDIAN MEAN		BONUS PAID

CLARIFICATIONS:

- 1 Data aged by annual factors of 4% for salaries and 3% for ranges from date of survey to January 1, 2006

SURVEYS**EMPLOYERS ASSOC****CODE TITLE**

- 1.1 2005 MANAGERIAL, SUPERVISORY, AND PROFESSIONAL SURVEY - EFF MARCH 2005
1.2 2005 OFFICE, CLERICAL & TECHNICAL SURVEY - EFF MARCH 2005
1.3 2005 PRODUCTION TRADES SURVEY - EFF MARCH 2005
1.5 NATIONAL INFORMATION TECHNOLOGY & ENGINEERING COMPENSATION SURVEY 2005 - EFF MAY 2005
1.6 2004/2005 NATIONAL SALES COMPENSATION AND PRACTICES SURVEY - EFF AUGUST 2004
1.7 NATIONAL INFORMATION TECHNOLOGY & ENGINEERING COMPENSATION SURVEY 2005 - EFF MAY 2005

WATSON WYATT ECS

- 2.1 INDUSTRY REPORT ON TOP MANAGEMENT - ALL GROUPS - EFF APRIL 2005
2.1 INDUSTRY REPORT ON TOP MANAGEMENT BY INDUSTRY - EFF APRIL 2005
2.2 INDUSTRY REPORT ON MIDDLE MANAGEMENT - ALL GROUPS - EFF MARCH 2005
2.2 INDUSTRY REPORT ON MIDDLE MANAGEMENT: NAME OF INDUSTRY - EFF MARCH 2005
2.3 SALES AND MARKETING PERSONNEL - EFF MAY 2005
2.4 INDUSTRY REPORT ON SUPV MANAGEMENT - ALL GROUPS - EFF FEB. 2005
2.4 INDUSTRY REPORT ON SUPV MANAGEMENT - GEOGRAPHIC GROUPS - EFF FEB. 2005
2.5 PROFESSIONAL AND SCIENTIFIC - ALL GROUPS - EFF MARCH 2005
2.5 PROFESSIONAL AND SCIENTIFIC - MPLS - EFF MARCH 2005
2.6 TECHNICIAN AND SKILLED - ALL GROUPS - EFF JAN 2005
2.6 TECHNICIAN AND SKILLED - MPLS - EFF JAN 2005
2.7 OFFICE PERSONNEL - ALL - EFF JAN 2005
2.7 OFFICE PERSONNEL - MPLS - EFF JAN 2005

STANTON GROUP

- 3.1 STANTON GROUP UPPER MIDWEST ANNUAL SALARY SURVEY, EFF MAY 2005
3.2 STANTON GROUP UPPER MIDWEST HOURLY SALARY SURVEY, EFF MAY 2005
3.3 STANTON GROUP INFORMATION SERVICES SALARY SURVEY, EFF JUNE 2005

WILLIAM M. MERCER

- 4.1 WILLIAM M. MERCER, METROPOLITAN BENCHMARK SURVEY EFF MARCH 1, 2005
4.2 WILLIAM M. MERCER, INFORMATION SYSTEMS COMPENSATION SYSTEMS SURVEY RESULTS, EFF APRIL 1, 2005

OTHER SURVEYS

- 5.1 THE MANAGEMENT ASSOC OF IL, 2005 NATIONAL EXEC COMP SURVEY, EFF JANUARY 31, 2005
5.2 2005 EXEC COMP SURVEY, MN REPORT - MANUFACTURING AND SERVICE COMBINED, EFF JANUARY 31, 2005
6.0 QUALCOMP RESEARCH COMPANY, 2005 MINNESOTA STATEWIDE SURVEY, EFF APRIL 2005
7.0 PRM, NOT-FOR-PROFIT MANAGEMENT COMPENSATION REPORT, EFF JULY 2005
7.1 VAN NORMAN & ASSOCIATES, HLTHCARE HR ASSOC. OF MN 2005 WAGE AND SAL SRVY, EFF JAN, 2005
7.2 VAN NORMAN & ASSOCIATES, HLTHCARE HR ASSOC. OF MN 2005 WAGE AND SAL SRVY, CLINIC CUT EFF JAN, 20
7.3 WARREN HMO SURVEY EFF SEPTEMBER, 2005
8.0 2005 TWIN CITIES METROPOLITAN AREA SALARY SURVEY, STANTON GROUP, EFF JANUARY, 2005
9.0 LOCAL PUBLIC SECTOR DATA

DEFINITIONS

Salary Range: Minimum - amount in a range system paid to a person meeting minimum requirements, or a starting wage paid to new hires

POSITION	SCOPE	SVY CODE	SURVEY TITLE	SURVEY DATA							
				# CO	# EES	SALARY RANGE			AVERAGE/ BONUS		TOTAL
				MIN	MID	MAX	MEDIAN	MEAN	PAID	COMP	

Midpoint - usually for a fully qualified person or level that is midway between min and max. May be referred to as the control point or market rate.

Maximum - usually the highest rate paid in a range

Median: Middle point in an array of participant data from bottom to top

Mean: Also called average - arrived at by dividing sum of rates by number of reporting

Market Index: Comparison of incumbent average to the market average. 100 indicates a salary equal to the market; 90 indicates salary lower than market average, and 110 indicates salary higher than market average. Matching well to the market usually falls in a range from 95 to 105.

Spread: The difference between the maximum and minimum of a salary range. Entry and support positions may have spreads from 35 to 40%, technical and professional positions may be from 45 to 50%, professional and management positions may have spreads from 50 to 55%.

COMMENTS

Resp for all corp IT activ-sys analysis, prog & computer ops. Devel policies, proced, tech stds & scheds. Oversee strategic rela btwn IT & other functions. Keep current w/IT developments for planning & hrdwr/ techn acquisition. Direct middle IT mgrs, report to Chief IT Exec.

Top IT mgmt job at division/subsidiary level; report to CIO. Supervise all IT staff & activ in business unit. Formulate & eval implem of policies, objectives, procedures & plans. Determine long-term needs & devel strategy for sys devel & hrdwr acquisition. Similar resp to CIO but at division level.

BD+ 10-12 yrs exper. Manage multi units of sys professionals who devel & maint applic sys. Review sys devel project requmnts; overall direction to project mgrs. Coord scheds & activities. May be resp for db admin & systems training.

Assist in directing all IS activities. Usually line responsibility but may act in staff capacity. Report to IS Exec & represent IS Exec in their absence.

Resp for all sys analysis & prog activities. Mng 2 or more: applic/ OS analysis & prog, IS training, dbase mgmt. Review all project requests, coord scheds & activity. Overall dir to proj mgrs. Eval subordinates. Sr. level mgr, report to IS Exec.

Same as above.

Direct overall MIS function incl computer ops, prog &/or telcom. Work w/ other mgmt to ensure IS requirements are understood, prioritized & met. Typically has more than 1 Mgr as direct report.

Second in charge within a newly created agency charges with providing services to all state systems users.

Deputy to Top IT position; responsible for one of two IT divisions.

COMMENTS

i

005

COMMENTS