



ANKENY COMMUNITY SCHOOL DISTRICT

Board Memo: Compensation and Benefit Project

Purpose: To engage in a comprehensive compensation and benefit study for the administrative and confidential employee groups.

Compensation and Benefit Project

Due to the continued growth of the district, competitive benefits and wages are necessary to continue to attract highly qualified talent. Situated in a competitive metro, it is equally important for the district to ensure salary and benefits for our current employees are competitive and equitable throughout our system.

The Human Resources team proposes the district engage in a partnership with [Carlson Dettmann Consulting](#) to systematically evaluate compensation and benefits for the district's administrative and confidential employee groups. Carlson Dettmann is a highly referred team of compensation consultants who deliver the full spectrum of total rewards programs.

Their efforts will focus on an external market analysis of current positions and an internal analysis that ensures internal equity. This study will include a review of our current compensation system, a review of job descriptions and job analysis, review of our current benefit system, yielding implementation and plan management strategies aligned to our district goals and strategic plan.