

# Thank You!



### COUNTY LEADERSHIP COUNTY ATTORNEY'S OFFICE FINANCE COURTS, ELECTED OFFICIALS & DEPARTMENT HEADS COUNTY WORKFORCE



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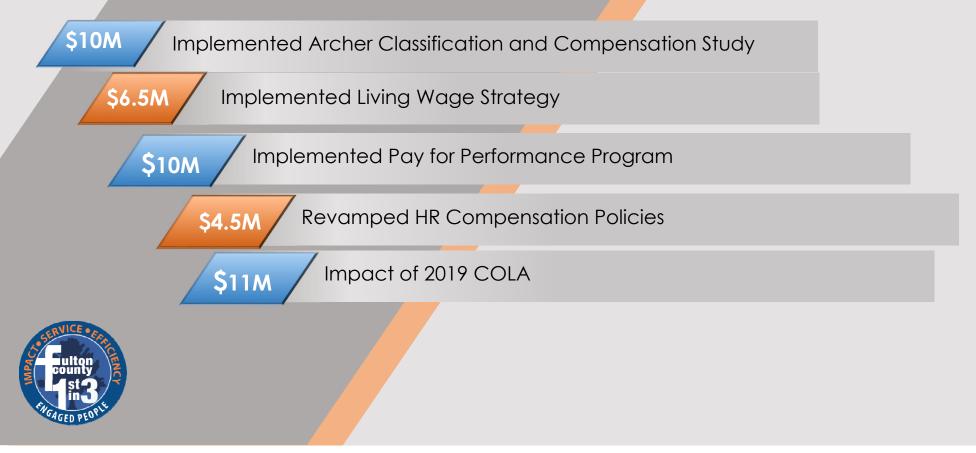
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### Compensation Philosophy Evolution and Opportunities

#### Actions Already Taken by BOC





# Incremental Compensation Strategy (ICS) Summary

## ISSUES

- 85% of workforce limited to the 1<sup>st</sup> quartile of pay plan.
- Employees not making a "living wage".
- No means for salary progression within the County.
- Supervisory salary compression.

## SOLUTIONS

- Distribute eligible workforce through their respective salary range based solely on tenure.
  - Personal Staff are included but may be removed by their elected official.
  - <u>Tenure</u> is defined as length of time since an employees most recent appointment after a <u>six (6)</u> month separation.
- Establish \$32k or \$15.38 as minimum salary within the County. Solves our living wage objectives.
- Establish a salary progression methodology which allows the County's Performance payment to be added to the employees base pay every three years. Creates a means for employees to progression through the salary ranges.
- Establish a 5% minimum salary difference between supervisor/manager and their dire reports. Solves current salary compression matters.



### Incremental Compensation Strategy

#### Phase 1 – Salary Redistribution

- Establish a one time step pay plan to establish target salary
- Effective July 2021, adjust eligible employees half way to target salary
- In fiscal year 2022, If funding is available, adjust eligible employee to final target salary

#### Phase 2 – Salary Progression

 Beginning in fiscal year, 2023, and every three years thereafter, if funding is available, all employees will be eligible for a base pay adjustment based on established pay for performance criteria establish in Resolution No. 17-0664.



- Long-term impact on employee morale
- Creates an avenue to attract and retain talent
- Enhances our performance base culture
- Resolves County's salary congestion issues
- Creates a predictable/defensible means for compensation progression



