



Legislation Details (With Text)

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On agenda: 9/3/2019 **Final action:**

Title: Classification and Compensation Study Update (20min)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Class Comparison List by Pay Plan AUG 28 2019 Final

Date	Ver.	Action By	Action	Result
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Item:
Classification and Compensation Study Update (20min)

Date of BOCC Meeting: September 3, 2019

Request for Board Action:

The Board is requested to receive an update from the Human Resources Staff regarding the Classification and Compensation study that was conducted by Management Advisory Group International (MAG), Inc.

In FY17-18, MAG conducted a Classification and Compensation study to address recruitment, retention and salary equity issues for the County. MAG concluded that salaries for the County employees and salary ranges for certain positions were below the market averages. As such, it was suggested that the County implement the recommended employee salary changes and proposed General and Executive pay plans.

The Board approved the implementation of the General and Executive component and allocated \$3.2M in its FY19-20 budget.

Alignment with Strategic Plan: This agenda item aligns with Goal 5 (Accountable, Efficient and Visionary Government) of the strategic plan.

Resource Persons: Kathy Everett-Perry, Human Resources Director; Tony Noel, Human Resources Manager, Dara Richardson, Human Resources Manager.

County Manager’s Recommendation: The County Manager recommends that the Board receive the update from the Human Resources Staff.

County Manager: _____