Final Draft of Classification and Compensation Study

Presented to the

FULTON COUNTY BOARD OF COMMISSIONERS

December 17, 2014

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Classification Study outline

- This Board Engaged the Archer Group 2 years ago with the following objectives:
  - Determine if the County compensation System was competitive
  - Determine if the Counties Classification System matched the current workforce
  - Develop a pay plan that balances internal and external equity
  - Replace the Decision Based Method with the Archer Job Evaluation System
What Have We Accomplished?

- New job evaluation methodology that is fair, objective and more universally applicable across all job families / employee groups

- A new classification system and pay grade structure with a consistent architecture
  - Pay grades replace DBM levels; more fluidity in the structure
  - More grades allows for more accurate distinction between classification levels and more flexibility
  - Consistent framework for pay grade structure
What Have We Accomplished?

- Corrected numerous misclassifications
- Realigned pay ranges with the market (based on the County’s desired placement in the market)
- Proposed pay plan that balances internal equity considerations with market competitiveness
Aligning Pay Ranges to the Market

Current

$
Aligning Pay Ranges to the Market

Current

Market

$
Key Facts - Findings

- Reducing job Classification from 1,100 to 700
- 45% of job classification were below the minimum
- Approx 2500 employees salaries will be adjusted
- Estimated cost to implement $11MM (with Benefits).
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- Reducing job Classification from 1,100 to 700
- 45% of job classification were below the minimum
- Approx 2500 employees salaries will be adjusted
- Estimated cost to implement $11MM $8.5M (with Benefits and COLA).

Current Scenario:
- 2% COLA for all Employees starting in February
- Implement proposed pay plan in July
- Minor adjustments to proposed ranged if needed
Distribution of Increases

- A Band 22%
- C Band 20%
- All Others 5%
- B Band 53%

- 75% of Increases go to employees in the A & B Bands
- Average increase is $1,500 (higher for A & B Bands)
Misconceptions

- Class & Comp study was intended to correct 6-7 years of the County not giving COLA
- Class & Comp study will correct all pay inequities
- Employees salaries will be reduced since the pay ranges are lower
- There is no way to appeal findings
- Study is flawed
  - 90% of all appointing Authorities are content with findings
Next Steps

- Resolve outstanding classification issues
- Present proposed plan to BOC for adoption
  - We will be available to meet individually with Commissioners prior to adoption to answer questions
- Begin Appeals
- Implement in July