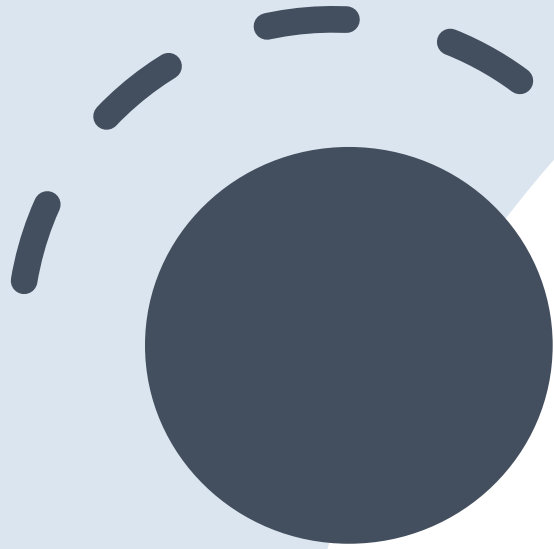




2022 Compensation Matters into the Future

Kenneth L. Hermon, Jr.
Chief HR Officer
August 17, 2022

Agenda

Background - Salary Survey Process

Segal's Findings

HR's Recommendation

Background - Salary Survey Process

- BOC authorized HR to conduct market salary survey in June 2021
- Partnered with Segal Consulting Services
- Benchmarked 200+ classification
- Gathered salary data from both local and similarly situated regional jurisdictions
 - Identified the three highest markets-midpoints
 - Built new proposed salary range; and
 - Vetted options for County's implementation strategy



Peer Organization

Carroll County, GA

Cherokee County, GA

Cobb County, GA

Coweta County, GA

DeKalb County, GA

Douglas County, GA

Fayette County, GA

Forsyth County, GA

Gwinnett County, GA

Henry County, GA

Rockdale County, GA

Mecklenburg County, NC

Wake County, NC

Travis County, TX

Orange County, FL

Atlanta, GA

Findings - County's Salary Competitiveness

	Base Pay Range		
	Minimum	Midpoint	Maximum
Overall Market Average	112%	107%	104%

Peer Organization	Count of Matches	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Carroll County, GA	56	130%	123%	121%
Cherokee County, GA	72	138%	135%	133%
Cobb County, GA	148	107%	104%	102%
Coweta County, GA	67	123%	113%	105%
DeKalb County, GA	162	103%	101%	100%
Douglas County, GA	33	122%	101%	92%
Fayette County, GA	75	108%	118%	106%
Forsyth County, GA	81	104%	99%	96%
Gwinnett County, GA	134	100%	94%	90%
Henry County, GA	68	110%	114%	117%
Rockdale County, GA	121	122%	117%	114%
Mecklenburg County, NC	115	90%	90%	90%
Wake County, NC	93	96%	88%	84%
Travis County, TX	139	96%	107%	113%
Orange County, FL	108	92%	97%	88%
Atlanta, GA	103	106%	100%	99%

Blue – Fulton County ranges led by more 5%
 Black – Fulton ranges were within 0-5%
 Red – Fulton ranges lagged by more than 5%



Findings - County's Salary Competitiveness

Public Sector	Matching Title	Exemption Status	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Carroll County, GA	Deputy Sheriff	Non-Exempt	43	\$37,306	\$52,054	\$59,538
Cherokee County, GA	TAC Officer/Sheriff	N/A	40	\$33,560	\$42,789	\$52,018
Cobb County, GA	Deputy Sheriff I	N/A	40	\$46,000	\$58,420	\$70,840
Coweta County, GA	Deputy Sheriff	Non-Exempt	43	\$41,413	\$61,199	\$72,446
DeKalb County, GA	Deputy Sheriff	Non-Exempt	40	\$42,504	\$54,192	\$65,880
Douglas County, GA	Deputy Sheriff	Non-Exempt	42	\$39,849	\$63,732	\$81,545
Fayette County, GA	Deputy Sheriff	N/A	40	\$42,644	\$48,755	\$65,056
Forsyth County, GA	Deputy Sheriff II	Non-Exempt	40	\$46,143	\$59,986	\$73,828
Gwinnett County, GA	Deputy Sheriff	N/A	40	\$36,101	\$46,950	\$57,799
Henry County, GA	Deputy Sheriff I	Non-Exempt	40	\$43,435	\$52,483	\$61,530
Rockdale County, GA	Certified Sheriff's Deputy	Non-Exempt	40	\$40,498	\$52,655	\$64,813
Public Sector Market Average				\$40,859	\$53,929	\$65,936
Fulton County, GA	Deputy Sheriff	N/A	40	\$45,666	\$57,083	\$68,500
Fulton County, GA as a % of Public Sector Market Average				112%	106%	104%

Eff. 2021, Deputies start at \$50,000



Blue – Fulton County ranges led by more 5%; Black – Fulton ranges were within 0-5% ; Red – Fulton ranges lagged by more than 5%

HR's Recommendation

DO NOT:

- ☐ Implement the Segal proposed pay plan
 - Current pay plan is still competitive
 - Potential of eroding ICS initiative
 - Cost prohibitive

DO:

- ☐ Move forward with Phase 2 of the Key Classification
- ☐ Implement a mid-year 3% COLA
 - Excluding Elected Officials, Key Classifications and County Supplemented positions.
- ☐ Authorize extending current County Pay Range max by **20%**

Our Success and Risk

BEFORE KEY CLASSIFICATION



24%
Turnover

31%
Vacancy

AFTER KEY CLASSIFICATION March –July 2022



7%
Turnover

16%
Vacancy

RISK - PHASE 2 March –July 2022



20%
Turnover

12%
Vacancy

List of Phase 2 Key Classifications

Recap

- HR identify classification facing recruitment and retention challenges
- Classifications that were pivotal to County Operations

ADA Administrator	Director of Accountability Court
Assistant Chief Investigator, DA	Division Manager, Medical Examiner
Assistant Chief Investigator, PD	Intake Specialist
Assistant Chief Investigator, Solicitor	Investigator, Child Attorney
Chief Investigator, District Attorney	Investigator, District Attorney
Chief Investigator, Public Defender	Investigator, Public Defender
Chiefs, County Manager	Investigator, Solicitor
Clerk Probate Ct./Probate Ct. Administrator	Investigator Superior Court
Department Heads	Jury Clerk
Deputy Department Heads	Legal Assistant
Deputy Chief of Investigations	Senior Investigator, D.A.
Deputy Jury Clerk	

Cost to Implement in 2022

	2022	
	Phase 2 of Key Classification	Mid Year 3% COLA
Effective Date	September 2022	September 2022
# of filled positions	170	3,207
Salary/Fringe needs for 2022	\$ 940,439	\$ 2,580,202
Annual Budgetary Impact	\$ 2,445,143	\$ 7,463,830
		Excludes Elected Officials, Key Classification and County Supplement positions

Questions