



## INTEROFFICE MEMORANDUM

**TO:** Board of Commissioners  
**FROM:** Office of the County Manager  
**DATE:** March 2, 2021  
**SUBJECT:** March 3, 2021 BOC Meeting Presentation for  
Agenda Item #21-0174

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Attached is the March 3, 2021 BOC Meeting presentation for the agenda item listed below.

**#21-0174     Human Resources Management**

Presentation to the Board of Commissioners on the approach that the Department of Human Resources Management will take during the 2021 Comprehensive Market Salary Survey.

Thank you



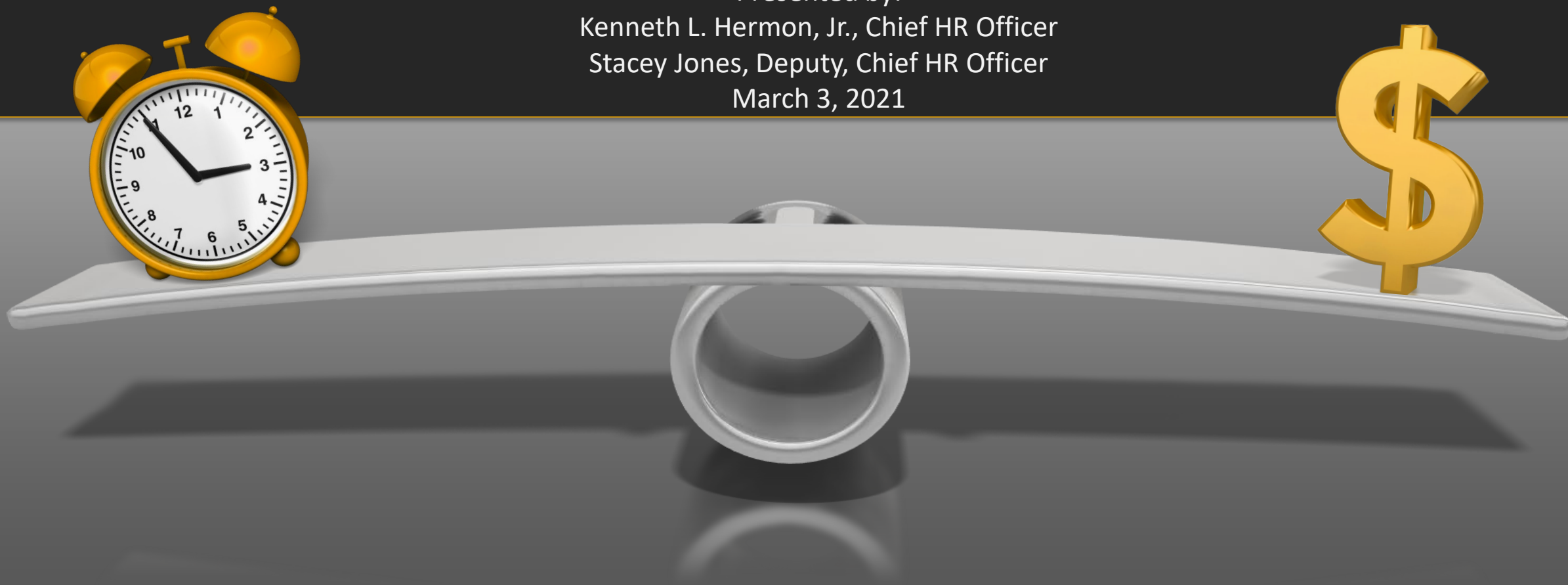
# Fulton County 2021 Salary Survey Project

Presented by:

Kenneth L. Hermon, Jr., Chief HR Officer

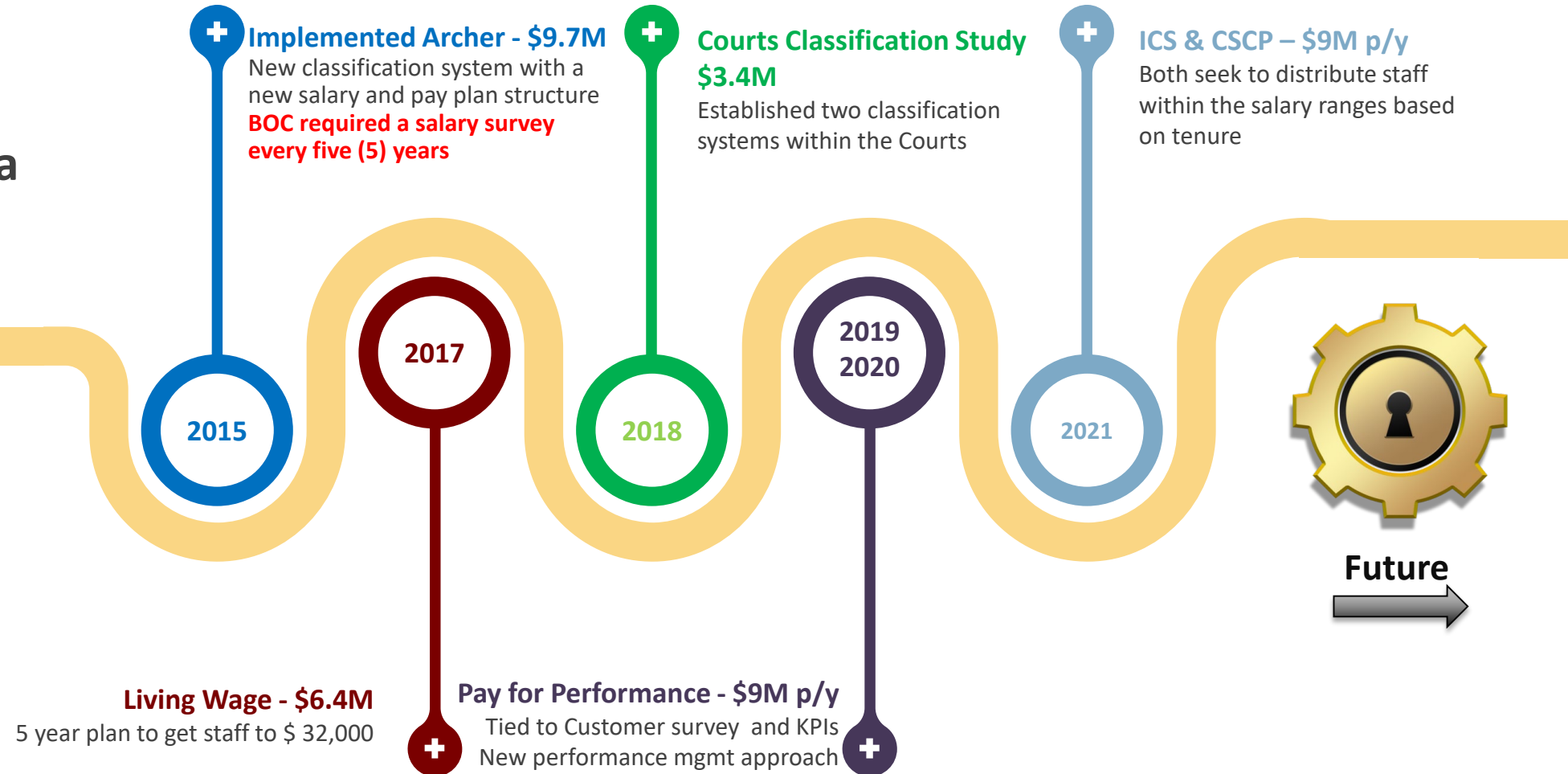
Stacey Jones, Deputy, Chief HR Officer

March 3, 2021



# Our Direct Compensation Journey

**Fox Lawson**  
20 years without a  
comprehensive  
Salary Survey



## 2021 Salary Survey Project

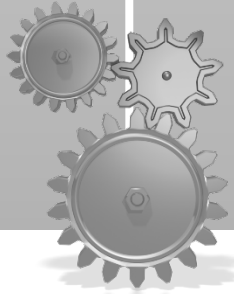
## Why now?



- Current salary ranges are stale
- County salaries are lagging behind the market
- Opportunity to reevaluate the salary range and pay plan structure
- County wants to explore an alternative to the Elected Officials waterfall salary structure
  - ❑ (Note Elected Officials were not included in the Archer Study.)
- Attracting and retaining top candidates in key roles has become difficult
- County should explore a new compensation philosophy

## Phase 1

## Phase 2



### Project Scope

- Review salary ranges to ensure and validate market positioning
- All Elected and County positions to include those that are eligible to receive a supplement and Set-Rate positions, if applicable



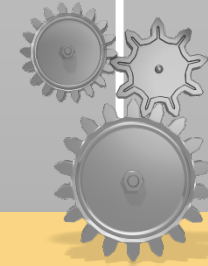
### Analysis

- County will benchmark salaries against regional and Local markets
- Review pay plan structure based on best practices
- Ensures legal compliance



### Elected & Key Classification

- BOC to approve new pay ranges and pay plan structure
  - Implement with ICS in Jul
- ### Limitation
- Superior Court Judges and District Attorney supplements are capped at \$50k



### Team Members

- BOC to approve new pay ranges and pay plan structure
- Implement with 2022 Budget

March

April

May

June

July

August

Sept.

# 2021 Salary Survey Project