



Fulton County

Legislation Details (With Text)

File #: 22-0576 **Version:** 1 **Name:**
Type: CM Action Item - Open & Responsible Government **Status:** Held
File created: 8/8/2022 **In control:** Board of Commissioners
On agenda: 9/7/2022 **Final action:**
Title: Request approval of Key Classification Phase 2 and a mid-year Cost of Living Adjustment (COLA) effective August 17, 2022. (HELD)
Sponsors:
Indexes:
Code sections:
Attachments: 1. 2022 Key Classification Pay Plan - Updated 8.17.22, 2. 2022-0576 Compensation Matters into the Future (with SJ edits)

Date	Ver.	Action By	Action	Result
8/17/2022	1	Board of Commissioners	hold	Pass
8/17/2022	1	Board of Commissioners	approve with conditions	
8/17/2022	1	Board of Commissioners	table	

Department

Human Resources Management

Requested Action *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*

Request approval of Key Classification Phase 2 and a mid-year Cost of Living Adjustment (COLA) effective August 17, 2022. **(HELD)**

Requirement for Board Action *(Cite specific Board policy, statute or code requirement)*

Fulton County Personnel Policy & Procedure 324-16.

Strategic Priority Area related to this item *(If yes, note strategic priority area below)*

Open and Responsible Government

Commission Districts Affected

- All Districts
- District 1
- District 2
- District 3
- District 4
- District 5
- District 6

Is this a purchasing item?

No

Summary & Background *(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

Scope of Work: The Segal Company, working alongside the Department of Human Resources Management (HR), has performed a Classification and Compensation Study. The County Manager will present an overview of these findings along with recommendations from HR on the implementation of next steps to enhance the County's Classification and Compensation Plan to ensure that Fulton County remains competitive and capable of attracting and retaining top talent to serve the citizenry of Fulton County. Additionally, as a means to continue to offset the impact of inflation on our workforce, we are recommending a 3% mid-year COLA. The COLA will exclude all Elected Officials, all positions moved to the Key Classification pay plan, and all County Supplement positions.

Community Impact: There is no community impact.

Department Recommendation: The department recommends approval.

Project Implications: There are no project implications.

Community Issues/Concerns: There are no community issues or concerns.

Department Issues/Concerns: There are no department issues or concerns.