



## Legislation Text

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File #: 2018-314, Version: 1

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### **TITLE**

## **CONTRACT FOR HUMAN RESOURCES COMPENSATION AND CLASSIFICATION STUDY**

### **SPONSOR**

Karen Fishel

### **BACKGROUND**

The purpose of the recommended compensation and classification study is to thoroughly evaluate all current positions with Guilford County, obtain a comparative analysis of our competitive positioning in the labor market as well as receive recommendations for current pay plan, compensations rules, etc to ensure competitiveness in the local market and compliance with FLSA/ADA specifically.

The RFP process has been completed and a vendor selected to conduct our full compensation and classification study for all County positions. The study will begin upon approval of contract and will be completed with recommendations in November. The study will include a job analysis of all positions as well as FLSA and ADA reviews of those positions deemed appropriate. The market survey will include a custom survey of a peer group selected by Guilford County as well as purchased pay data by the vendor of multiple survey sources. Guilford County will receive an updated and re-designed salary structure including recommendations for appropriate job slotting.

### **BUDGET IMPACT**

#### **Budget Ordinance Amendment**

General Fund

\$116,000 Decrease in Appropriation to County Administration (Manager's Contingency)

\$116,000 Increase in Appropriation to Human Resources

**NO ADDITIONAL COUNTY FUNDS REQUIRED**

### **REQUESTED ACTION**

Approve contract, in substantial form, with Locton Companies, LLC for the County's Compensation and Classification study in an amount not to exceed \$116,000; and approve transfer of \$116,000 from County Administration (Manager's Contingency) to Human Resources.