

# Let's Talk About Compensation, Continued!



# Background

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## ▶ What we want:

- Competitive pay & benefits
- Pay equity
- Avoid pay compression
- Limit or eliminate liability



## ▶ What we don't want:

- Inconsistent processes
- Missing or ineffective policies



# July 10<sup>th</sup> Recap

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- ▶ **Hiring Salary – Maximum of 15% above minimum of grade (B chart only)**
- ▶ **New Position Funding – Funded at the minimum of the grade**
- ▶ **Retention – Policy to be added back to the policy manual**
- ▶ **Pending:**
  - Position changes
  - Job families / Career ladders
  - Supplemental pay
  - Merit program

# Reclassification/Position Changes

► Change in position title, grade, chart

Options	Pros	Cons
a. During budget & October 1st - February 15 <sup>th</sup>	Flexible	<ol style="list-style-type: none"> <li>1. Less accurate</li> <li>2. Capacity</li> <li>3. Budget process impact</li> </ol>
<p><b>b. During budget:</b> Requests will only be reviewed when there has been a significant change in the essential functions of the job as reflected in the job description.</p> <p><b>Not eligible for change:</b> Requests based on employee reaching max grade/step/tenure or position believed to be below market. These will be reviewed during the salary study cycle for which they are scheduled.</p> <p><b>Outside of budget:</b> Must be due to circumstances that cannot wait for budget process and will be placed on Court agenda for consideration.</p>	<ol style="list-style-type: none"> <li>1. Flexible</li> <li>2. Less impact on resources &amp; budget processes</li> </ol>	<ol style="list-style-type: none"> <li>1. Less flexible than a.</li> <li>2. Accuracy concerns</li> </ol>
c. Only as part of salary study or mandated/required	<ol style="list-style-type: none"> <li>1. More accurate</li> <li>2. No impact on resources &amp; budget processes</li> </ol>	Less flexible than a and b, only available in limited cases

# Job Families / Career Ladders

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- ▶ Many departments have families in place, most utilize excess salary funds
- ▶ Currently one formalized program funded each year as part of budget, if approved by Court
- ▶ **Recommended process:**
  - Current processes remain until positions reviewed in salary study, within reason
  - Current programs and new requests are reviewed during the market study. Recommendations are presented to Court for approval and funding decisions.

# Supplemental Pay

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- ▶ **Current types of supplemental pay:**
  - Field training officer
  - Certification
  - On-call
  - Crisis Intervention Team
- ▶ **Recommended process:**
  - **Departments/offices will submit request which includes:**
    1. Title of supplement
    2. Number of employees
    3. How much and how often
  - **Request will be presented to Court during budget process for discussion and approval decision**

# Merit Program

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- ▶ **Recommended steps:**
  - Future presentation after new budget year
  - Discuss timing of evaluations
  - Discuss format (online, paper, etc.)
  - Discuss standardization
  - Discuss management flexibility
  - Other considerations



# Questions or Comments?