



Incremental Compensation Strategy

The Last Piece of the Puzzle



Fulton County Department of Human Resources Management

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August 7, 2019

Thank You!



**COUNTY LEADERSHIP
COUNTY ATTORNEY'S OFFICE
FINANCE
COURTS, ELECTED OFFICIALS & DEPARTMENT HEADS
COUNTY WORKFORCE**



Justina Gordon



Gwenette Dowe



Coretta Bell



Compensation Philosophy Evolution and Opportunities



Actions Already Taken by BOC

\$10M

Implemented Archer Classification and Compensation Study

\$6.5M

Implemented Living Wage Strategy

\$10M

Implemented Pay for Performance Program

\$4.5M

Revamped HR Compensation Policies

\$11M

Impact of 2019 COLA





Incremental Compensation Strategy (ICS) Summary

ISSUES

- 85% of workforce limited to the 1st quartile of pay plan.
- Employees not making a “living wage”.
- No means for salary progression within the County.
- Supervisory salary compression.

SOLUTIONS

- Distribute eligible workforce through their respective salary range based solely on tenure.
 - Personal Staff are included but may be removed by their elected official.
 - Tenure is defined as length of time since an employees most recent appointment after a six (6) month separation.
- Establish \$32k or \$15.38 as minimum salary within the County. Solves our living wage objectives.
- Establish a salary progression methodology which allows the County’s Performance payment to be added to the employees base pay every three years. Creates a means for employees to progression through the salary ranges.
- Establish a 5% minimum salary difference between supervisor/manager and their direct reports. Solves current salary compression matters.





Incremental Compensation Strategy

Phase 1 – Salary Redistribution

- Establish a one time step pay plan to establish target salary
- Effective July 2021, adjust eligible employees half way to target salary
- In fiscal year 2022, If funding is available, adjust eligible employee to final target salary

Phase 2 – Salary Progression

- Beginning in fiscal year, 2023, and every three years thereafter, if funding is available, all employees will be eligible for a base pay adjustment based on established pay for performance criteria establish in Resolution No. 17-0664.

Impact

- **Long-term** impact on **employee morale**
- Creates an avenue to **attract and retain talent**
- **Enhances our performance** base culture
- Resolves County's **salary congestion** issues
- Creates a predictable/defensible means for **compensation progression**

