

Compensation Study Implementation Update

Council Work Session

August 19, 2014

Compensation Study Overview

- Management Advisory Group (MAG) completed a comprehensive study including both a classification and compensation analysis in July, 2014.
- The steps taken included:
 1. Meetings with Division Directors and Commissioners
 2. Benchmarking of Positions
 3. Completion of Job Analysis Questionnaires (JAQs)
 4. Analyzing data received related to benchmarked positions, review of the JAQs and job descriptions
 5. Developing new pay grades and classifications

All positions were studied regardless of whether a JAQ was completed.

Implementation Steps – Phase I

1. Adopt the salary recommendations made by MAG
2. Adopt the recommendations to change:
 - Pay Grades
 - Class Codes
 - Classifications
 - Salary Ranges
3. Rescind Ordinance 197-2002

Implementation Steps - Phase 2

Implement changes to Chapters 21 and 22 relating to the following:

- 21-15 – Temporary Assignments
- 21-16 – Acting Assignments
- 21-17 – Transfers
- 21-18 – Promotions
- 21-26 – Entrance Rates
- 21.26.1 – Rates Upon Promotion/Demotion
- 21-29 – Within-Grade Step Increases
- 21-30 – Salary Adjustment on Change of Classification Plan
- 22-23 – Entrance Rates
- 22-24 – Computation of Salaries
- 22-26 – Within-Grade Salary Increases
- 22-27 – Salary Adjustment on Change of Classification Plan

Implementation Steps – Phase 3

1. Revisions to Chapters 21 and 22 as a result of amendments to KRS 67A.
2. Possible recommendations relating to policies/ordinances not related to the Compensation and Classification Study
i.e. - raising the comp time cap, lowering the requirements for participation in the sick leave bank, etc.

Questions?