



# MANAGEMENT ADVISORY GROUP INTL., INC.

## MANAGEMENT CONSULTING SERVICES

MAG Addenda to Compensation and Classification Study: January 11, 2022

### Overview of Base Pay Gender and Ethnicity Review

In addition to conducting a compensation and classification study, MAG has been asked to include an overview of the distribution of the proposed base pay with respect to gender (male/female) and race. The information available from MAG's Employee Data Request file, which is used to populate MAG's Classification Manager© software, will be the data basis for determining the ethnicity of the County workforce into three main groups, White, Black, and Hispanic. While other very small subgroups may exist, MAG's work will focus on these three groups for purposes of this review.

The "proposed" base pay will be reviewed and compared to the "current" or "original" base pay provided by the County.

Pay Equity Comparison:

For Comparative Purposes, MAG will use EEOC Categories:

EEO Categories	EEO-4 Job Category Titles
1	Officials/Administrators
2	Professionals
3	Technicians
4	Protective Service: Sworn
5	Paraprofessionals
6	Administrative Support
7	Skilled Craft
8	Service Maintenance
9	Protective Service: Non-Sworn

If this division results in insufficient numbers in a category, categories will be logically grouped. Using this approach is the only logical methodology that allows for comparative data with the Bureau of Labor Statistics information on both wages and the availability of applicants in the work force.

The jobs in the LFUCG current pay plan will also be assigned to the same EEO categories for cross comparison.

The comparative review will include both a pre-compensation study review of the employee information and a post compensation review, prior to finalizing implementation recommendation comparison. If the County wishes to make proactive adjustment to further normalize wages, it would be theoretically possible.

MAG is compelled to clearly state that MAG's implementation recommendations will be based solely on MAG's own internal analysis and recommendations using the same equity formula that has been repeatedly used for over twenty years.

MAG will provide the employee information in an Excel format, along with the comparative review by ethnicity and gender. The County then free to make independent decisions about the distribution of funds to be budgeted for implementation.

The cost for conducting this overview is estimated not to exceed \$25,000.