

Augusta Classification and Compensation Study

Project Update

Classification Analysis

Job Description Development

Compensation and Benefits Survey

Anticipated Timeline (Compensation Market Data)

Anticipated Timeline (Salary Structure Development)

Classification Analysis

- ▶ Augusta Project team worked diligently to continuously encouraging participation at the department levels and those efforts have greatly assisted Segal.
- ▶ Department level classification structures were reviewed by 21 of the 34 department heads.
- ▶ Augusta HR is working with the final 4 departments to determine if they still may provide feedback.

Job Description Development

Augusta reviewed and provided feedback on the sample Job description.



Segal's job description writers will develop updated job description.



Compensation and Benefits Survey



Segal distributed the compensation and benefits survey to 13 peer organization on March 14th with due dates extended to April 4th.



Data was collected for all (13) organization (Excellent outcome).



Segal received (7) surveys completed by peer organization.



Segal completed surveys for (6) non-participating peers by researching benchmark matches using information provided by the peers.

Analysis of Compensation Market Data

05/29/25 Segal anticipates delivering a draft detailed market data report.

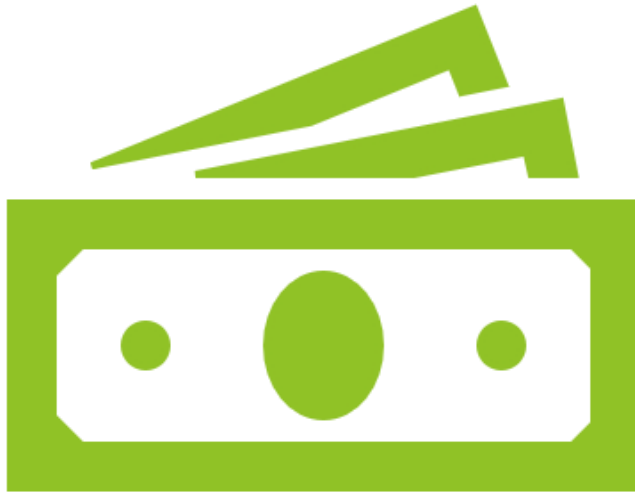
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06/05/25 Augusta will review the draft detailed market data and provide feedback to Segal.

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06/26/25 Segal send Augusta the updated detailed market data report for approval.

Salary Structure Development



- ▶ 07/24/25 Segal develops recommended salary structure/pay ranges. Segal recommends grade assignments for benchmark jobs and delivers workbook to Augusta for review.
- ▶ 08/12/25 Segal recommends grade assignments for non-benchmark jobs and delivers workbook for Augusta to review.
- ▶ 8/20/25 Augusta and Segal discuss pay grade assignments for all jobs and supporting recommendation rationale.

Implementation Costing

9/25/25 Segal presents recommended implementation plan based on placement of individuals in new pay grade/range including implementation cost for two costing models and delivers to Augusta for review.



10/02/25 Augusta and Segal meet to discuss two implementation models, associated costs and questions; Segal makes adjustments as needed.



10/10/25 Segal sends Augusta final salary structure recommendations for review and approval.

THANK YOU

Anita Rookard

Director of Human Resources