



Administrative Services Committee Meeting

Meeting Date: May 26, 2026

Human Resources – Compensation Study Presentation

Department:	Human Resources
Presenter:	Anita Rookard
Caption:	Receive a presentation regarding the Class and Compensation Study conducted by Segal and provide direction on the next steps for implementation.
Background:	In 2023, the Commission approved Segal to conduct a comprehensive classification and compensation study for Augusta-Richmond County. Segal worked extensively with Department Directors and staff to review job classifications, assess internal equity, evaluate market competitiveness, and develop recommendations for improvements to the County's classification and salary structures.
Analysis:	<p>Segal will present the results of their study and their recommendations for a new classification structure. Based on the completed study, the following actions are recommended:</p> <ol style="list-style-type: none">1. Accept the recommended classification structure changes Adjust classifications for certain job titles to improve alignment with job duties, internal equity, and market benchmarks.2. Collaborate with the Administrator and Department Directors Continue working with leadership on a small number of titles that require additional review or refinement prior to final implementation.3. Phase in the new salary structure, contingent on budget approval Begin implementation of the proposed updated salary structure in phases, pending Commission approval of the associated budget requirements during the FY2027 budget process and future years.
Financial Impact:	Phasing of the salary structure implementation (if approved) will be determined by budget availability. \$750,000 was included in the FY2026 General Fund budget for the initial phase of implementation. Positions in enterprise/special revenue funds will be adjusted in accordance with available budgets.
Alternatives:	N/A
Recommendation:	Receive a presentation regarding the Class and Compensation Study conducted by Segal and provide direction on the next steps for implementation.

**Funds are available in N/A
the following accounts:**

**REVIEWED AND
APPROVED BY:**