



Meeting Name

Meeting Date: June 13, 2023

Augusta Committee Meeting

Department: Human Resources

Presenter: Anita Rookard/Taffica Dobbs

Caption: Motion to receive as information an update on the Augusta, Georgia Classification & Compensation Study

Background: On November 15, 2022, the Augusta, Georgia Government (“Augusta”) retained the services of The Segal Company, Inc. to conduct a Classification and Compensation Study. The study has the following goals: (1) ensure that all positions are properly classified and ranked according to duties and responsibilities of the position (internal equity); (2) determine a competitive pay range for each position that enables Augusta to attract and retain qualified employees; (3) update job documentation and position descriptions to reflect current duties and responsibilities; (4) provide recommendations to management regarding the implementation and administration of the pay plan; and (5) determine total rewards market position.

Analysis:

Financial Impact: Currently Budgeted (No additional funds needed at this time)

Alternatives:

Recommendation: To receive as information.

**Funds are
available in the
following accounts:**

**REVIEWED AND
APPROVED BY:**