



**Item:**

Adoption of Resolution 2020-9 Employee Classification and Compensation Plan

**Requested Action:**

The Trust is asked to 1) accept the findings of the “Classification and Compensation Study Draft Report” as Final, 2) approve the Recommended Pay Plan on Page 6 of the report as the pay plan for the Children’s Trust, effective 10/1/2020, 3) approve the position classifications on Page 7 of the report, effective 10/1/2020; and 4) authorize the Executive Director to advertise and hire the positions in the report and as shown on the organizational chart included with this item, and ; 5) approve Resolution 2020-9, “Chapter 5 Human Resources” policies,

**Background**

The Executive Director, at the recommendation of the Director of Human Resources for the Board of County Commissioners, contracted with the Mercer Group to conduct a classification and compensation study. The intent was to help guide the Trust in developing policies to recruit and fairly compensate a high-quality workforce.

Because the Trust currently hires its employees under BoCC policy 4.2(1.e.) and contracts for Human Resource services with the BoCC, the Trust has no policies of its own in this area. This study and the accompanying policy resolution provides a framework for classifying and compensating employees.

**Attachments**

Resolution 2020-9  
Classification and Compensation Study Draft Report  
Organizational Chart

**Programmatic Impact:**

None

**Fiscal Impact:**

Included in the FY 2021 Budget

**Recommendation:**

Staff recommends approval