

# **Columbus Consolidated Government Compensation and Classification Study Presentation of Results**



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**July 26<sup>th</sup>, 2022**

# *Overview*

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- Study Goals
- Project Phases
- Employee Meetings
- Current System Findings
- Market Results
- Recommendations
- Next Steps



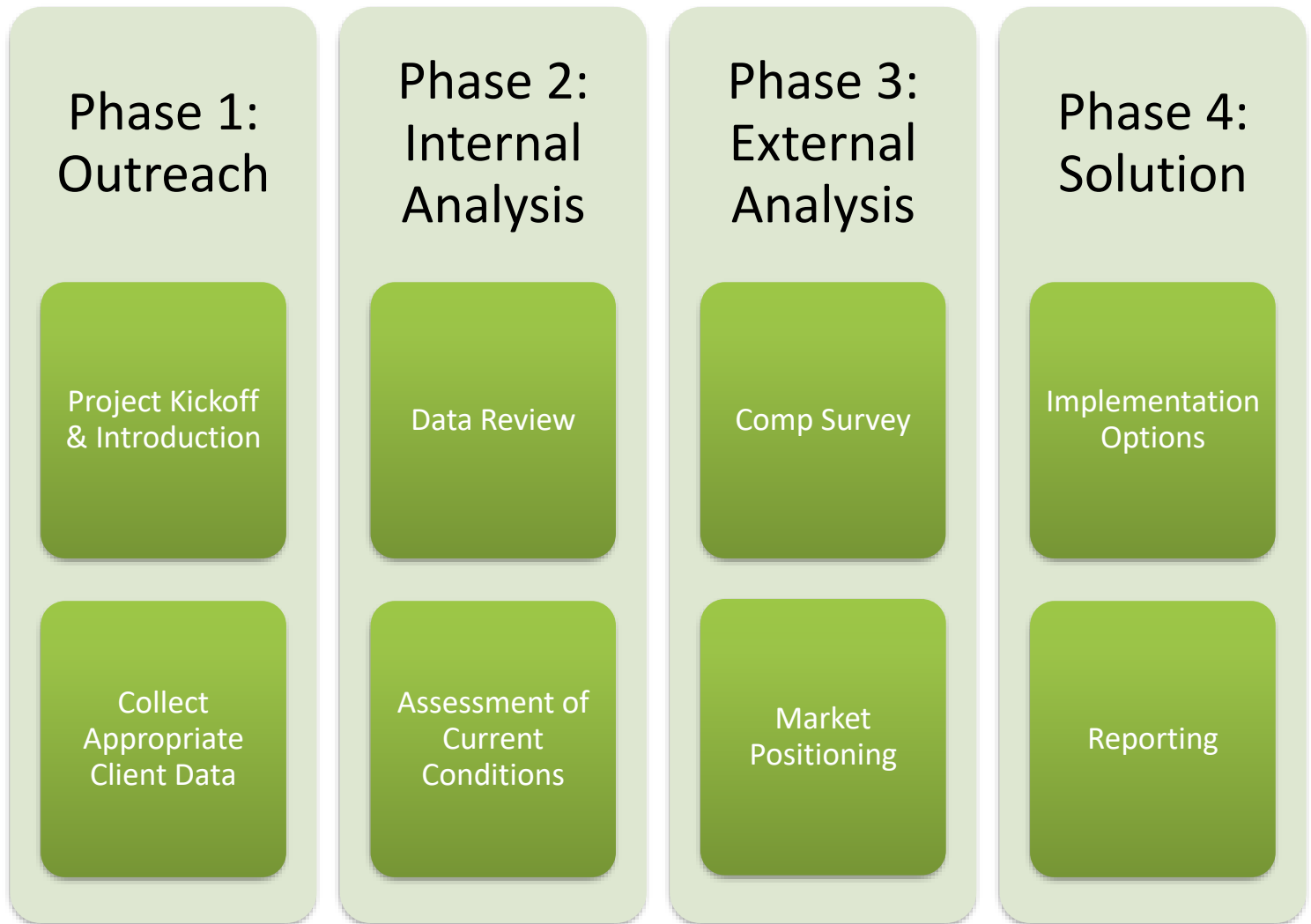
# *Study Goals*

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- Review current compensation system to ensure internal equity.
- Survey peer organizations to ensure external equity.
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.



# *Project Phases*



# *Employee Meetings Comments - Positive*

- **Benefits** – The City’s employees expressed that the benefits package played a positive role in affecting morale. Specific benefits mentioned were the time off, health care, and work-life balance.
- **Culture** – Several employees described the quality of people they work with as the number one reason they’ve stayed with the organization. Some employees cited their relationship with their supervisor, and others mentioned the service-oriented mission of the City as a point of pride in their employment.
- **Schedule** – With a few exceptions, employees expressed their satisfaction with the hours worked leading to a greater work life balance, especially by having weekends off as well as designated paid time off.



# *Employee Meetings*

## *Comments - Concerns*

- **External Equity** – Employees expressed concerns with the external equity at the City. Many employees and managers referenced the starting pay and difficulty recruiting employees while others referenced the compression caused by not advancing pay steps each year.
- **Internal Equity** – There was lots of concern among employees about compression, specifically that employees weren't advancing steps and that was causing them to be paid the same amount as new hires when they have significantly more experience.
- **Workload** – Employees also mentioned that they felt the workload has increased over the year. Some employees referenced staffing levels, others said they were doing things not captured by their job descriptions, and others just thought they weren't being paid enough to compensate for the additional work.



# *Current System Findings*

- **Strength:**

- The City possesses a simple and easy to understand pay structure.
- The City's pay plan has a high degree of consistency between grades.

- **Weakness:**

- The City has not advanced employees through their pay ranges at a rate consistent with expected progression.
- More than 80 percent of employees are below midpoint of their pay grade. More than 50 percent of employees are in Quartile 1 of their pay grade.
- There is compression between employees and supervisors and between highly-tenured employees and new hires.



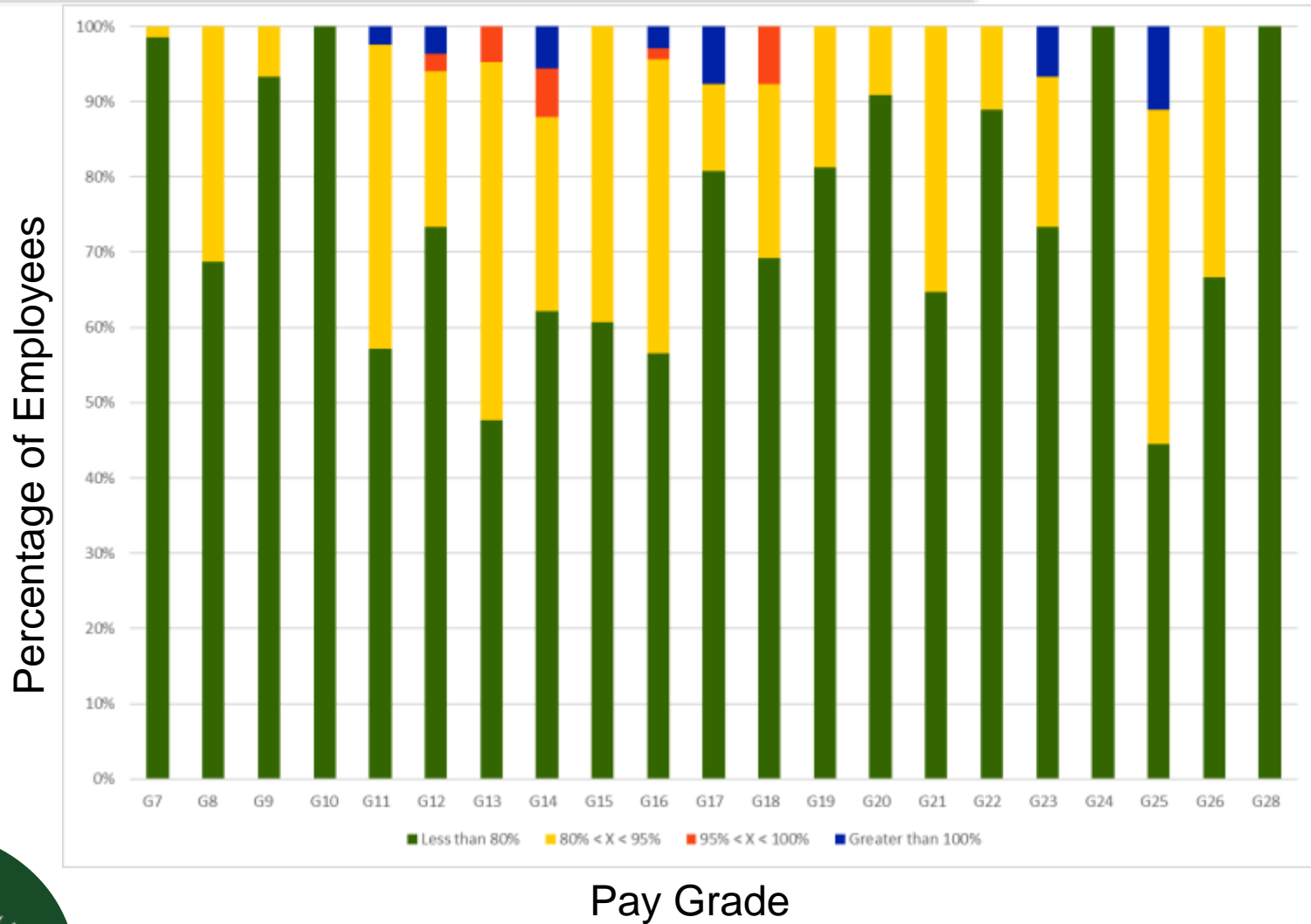
# *Compression Analysis*

- Pay compression can be defined as the lack of variation in salaries between employees with significantly different levels of experience and/or responsibility.
  - *Range Compression* – employees in the same job, but with different levels of experience not possessing sufficient pay variation.
  - *Rank Compression* – employees in a supervisor-supervisee relationship not possessing sufficient pay variation.

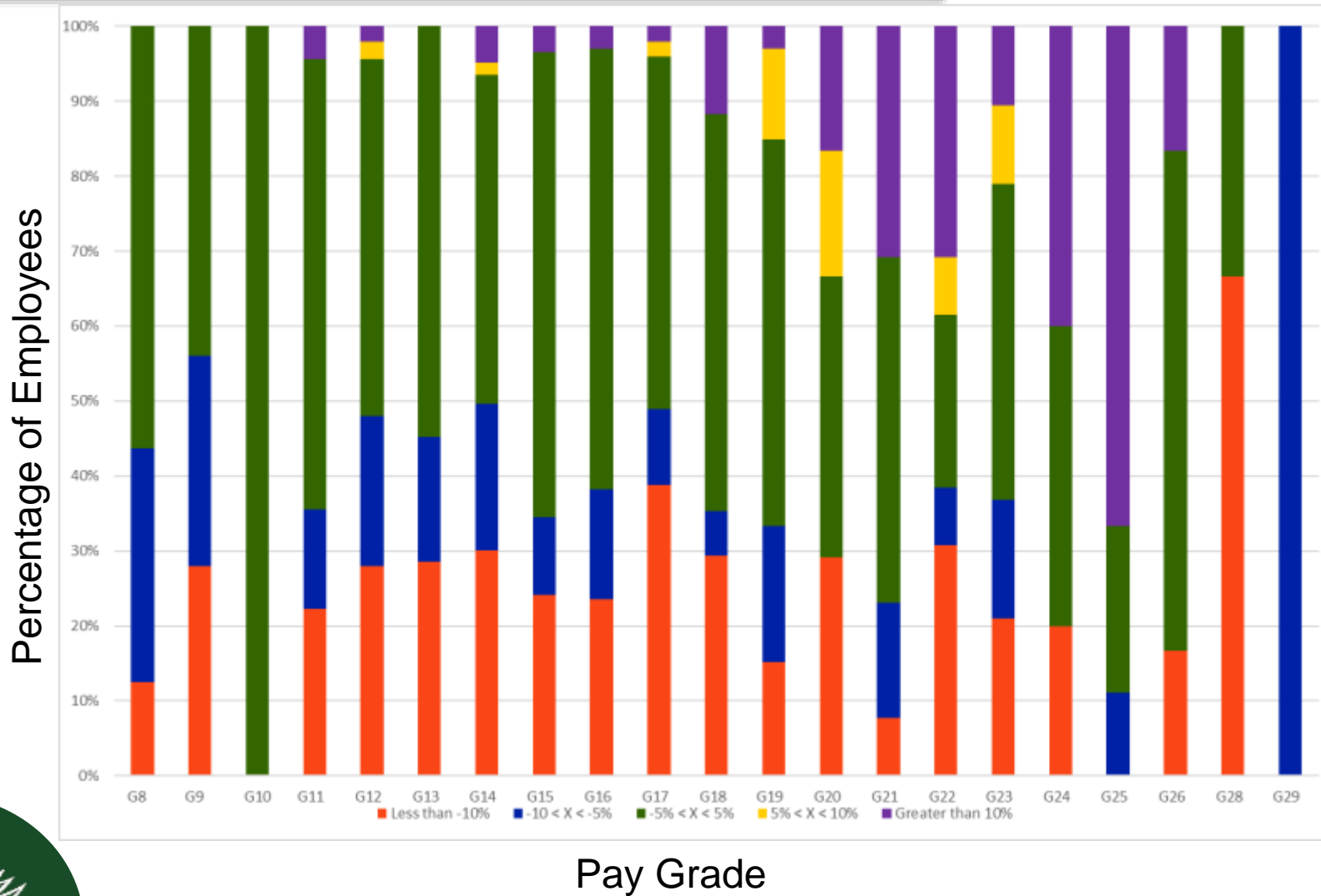




# Employee vs. Supervisor



# Expected Pay Analysis



# Market Targets

- Salary survey resulted in responses from nineteen peers.
- All responses are adjusted for cost of living differentials.
- More than 125 positions were benchmarked vs. the market, and the survey returned 7.0 matches per position.

Target Organization	Population	COLI	Per Capita Income
<b>Columbus Consolidated Government, GA</b>	<b>206,922</b>	<b>93.77</b>	<b>\$26,097.00</b>
<b>Georgia Cities and Counties</b>			
Albany, GA	69,647	89.41	\$20,313.00
Savannah, GA	147,780	95.80	\$25,664.00
Cobb County, GA	766,149	104.45	\$40,031.00
DeKalb County, GA	764,382	103.00	\$36,077.00
Forsyth County, GA	251,283	103.93	\$43,832.00
Fulton County, GA	1,066,710	112.87	\$47,163.00
Gwinnett County, GA	957,062	97.53	\$30,636.00
Hall County, GA	203,136	95.69	\$29,680.00
Henry County, GA	240,712	92.92	\$29,889.00
Athens-Clarke County, GA (Consolidated)	127,315	92.91	\$23,726.00
Augusta-Richmond County, GA (Consolidated)	202,081	90.54	\$22,709.00
Macon-Bibb County, GA (Consolidated)	157,346	92.64	\$25,640.00
<b>Alabama Cities and Counties</b>			
Auburn, AL	76,143	93.06	\$28,510.00
Phenix City, AL	38,816	91.45	\$23,397.00
<b>Other</b>			
Chattanooga, TN	181,099	95.88	\$30,592.00
Fayetteville, NC	208,564	93.58	\$24,823.00
Jacksonville, FL	949,611	103.32	\$30,064.00
Knoxville, TN	190,740	96.71	\$26,340.00
Muscogee County School District	-	93.77	-
<b>Private Sector Databases</b>	-	-	-



# Market Results

Unadjusted Results (no cost-of-living adjustment)			Adjusted Results (cost-of-living adjusted)		
Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
-8.0%	-7.3%	-6.5%	-4.6%	-3.7%	-2.9%

- A negative differential indicates the City is behind at that market position on average.
- The results show the importance of cost-of-living adjustments when comparing to the market. The City is close to ten percent behind market when comparing at the minimum without an adjustment, but only half as far behind when adjusting for cost of living.



# *Key Recommendations*

1. Adopt an adjusted pay plan with a reformatted step system. The newly recommended pay plan has consistent range spreads, consistent progression between grades, and 1.0% between steps.
2. Reassign pay grades to positions based on internal equity and the market results. Some positions will see larger adjustments than others due to the market response.
3. Place employees within their newly recommended pay grades. Select an implementation methodology that aligns with the compensation philosophy and financial means of the City.



# *Methodology Details*

1. Zone based approach moves employees based on their time in classification. Zone 1 is 0-3 years in classification, Zone 2 is 3-6 years, etc. Employees in each zone are all moved to the same place in their new pay grade (e.g., employees in Zone 1 are near the minimum, Zone 2 employees are progressed slightly further, etc.). **No salaries are reduced as a result of this study.**
2. Longevity based approach also moves employees based on time in classification. Employees receive a step for each year in rank, and then Public Safety employees receive an additional step at each longevity “milestone” (after years 3, 5, 7, 10, 15, 20, etc.).



# *Methodology Details Cont.*

- Public Safety positions are being moved to pay ranges “above and beyond” projected market placement based on the significant recruitment and retention concerns as well as significant projected market movement. Salaries are detailed further on the next slide.
- Classifications requiring a CDL will also be moved above and beyond market to a starting rate of \$21.00/hour based on an internal equity scale placing certain positions (e.g., Bus Driver, Fleet Tech II, Motor Equipment Operator III, etc.) at a rate starting at \$21.00/hour. Other positions with CDL’s will move similarly with some coming in slightly below and some coming in slightly higher.



# *Public Safety - Above and Beyond*

- Recommended starting pay grade placement of the Police Officer, Sheriff Deputy, and Firefighter classification at \$45,000.
- Public Safety would continue to receive the OLOST supplement. Police Officer starting pay with supplement would start at \$50,121 and the other classifications would start at \$48,121.
- Pay Reform is factored into the new pay structure, so all employees would keep their current Pay Reform. There is a new Longevity adjustment for Public Safety employees going forward.

Recommended Classification	Recommended Grade	Recommended Minimum	Recommended Midpoint	Recommended Maximum
POLICE OFFICER	PS1	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
DPTY SHERIFF	PS1	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
FIREFIGHTER/ EMT	F1	\$ 45,000.00	\$ 57,359.65	\$ 69,719.29
CORRECTIONAL OFFICER	C1	\$ 42,500.00	\$ 54,173.00	\$ 65,846.00





# Total Costs

General Employees	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees
Bring to Min	\$ 3,696,051.63	903	\$ 4,093.08
Parity-Zone	\$ 6,616,226.52	1175	\$ 5,630.83

Public Safety	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees
Bring to Min	\$ 3,904,228.14	786	\$ 4,967.21
Longevity-Zone	\$ 6,287,101.02	1028	\$ 6,115.86



# *Thank you*

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