

STAFF REPORT

To: Effingham County Board of Commissioners

From: Sarah Mausolf, HR Director

Date: February 17, 2026

Subject: Approval Request: TrueComp Salary Benchmarking Software (3-Year Subscription)

RECOMMENDED ACTION

Approve the purchase of TrueComp salary benchmarking software through Carahsoft under OMNIA Contract R240303, in the total amount of **\$67,500** for a **three-year term**.

PURPOSE

The purpose of this request is to obtain Board approval to purchase a modern, continuously updated salary benchmarking platform (TrueComp) to replace reliance on static, outdated salary studies.

BACKGROUND

Effingham County currently relies on periodic salary studies that quickly become outdated due to labor market volatility, particularly in local government positions competing with nearby jurisdictions.

This creates three recurring problems:

1. **Pay decisions are made using stale market data**, which increases the risk of underpaying critical roles.
2. **Recruitment and retention decisions lag reality**, which increases turnover and vacancy duration.
3. **Market comparisons are inflexible**, often not reflecting the jurisdictions we truly compete with.

TrueComp is a salary benchmarking platform that updates quarterly in real time, providing continuously refreshed compensation data rather than a one-time snapshot.

DESCRIPTION OF PROPOSAL

TrueComp provides Effingham County with the ability to:

- **Benchmark salaries and benefits using real-time quarterly updates** rather than an outdated salary study.

- **Select and compare directly to surrounding jurisdictions** and other relevant labor market agencies, allowing HR to build market sets that reflect actual competition.
- **Support job description modernization**, including gathering and aligning updated job descriptions to current market classifications.

This provides a permanent compensation infrastructure rather than a periodic study that begins to age immediately.

PROCUREMENT AND PRICING

Effingham County received a formal quote from Carahsoft for a three-year subscription to the TrueComp Benchmarking software (Benchmarking Medium 15-pack).

Contract Vehicle: OMNIA Software Solutions and Services contract: **R240303**

Quote Number: 62336654

Quote Date: 01/30/2026

Proposed Service Term: 03/01/2026 to 02/28/2029

Pricing:

- Year 1: \$22,500 (03/01/26 to 02/28/27)
- Year 2: \$22,500 (03/01/27 to 02/28/28)
- Year 3: \$22,500 (03/01/28 to 02/28/29)
- **Total 3-Year Cost: \$67,500**

Carahsoft - TrueComp - 01.30.20...

FISCAL IMPACT

The total cost is **\$67,500 over three years**, or **\$22,500 per year**.

This expense is financially justified if the County can retain even **one to two employees per year** as a result of more accurate market pay positioning.

Turnover costs routinely exceed the annual subscription cost when accounting for:

- Recruitment time and advertising
- Staff time for screening, interviews, and onboarding
- Productivity loss and service disruption
- Overtime or backfill coverage
- Training and ramp-up time for replacements

Even conservative turnover-cost assumptions typically place replacement cost well above the tool's annual cost for many County positions.

STRATEGIC VALUE (WHY THIS MATTERS)

This is not “software for HR.” It is a risk-control measure for the County’s workforce stability.

TrueComp gives the County the ability to:

- Identify market drift before it becomes a resignation problem
 - Support consistent, defensible pay recommendations
 - Reduce compression issues and internal inequities through better job matching
 - Build a compensation strategy based on local competition, not generic datasets
 - Update job descriptions in a structured, market-aligned way
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RISKS OF NOT APPROVING

If the County does not modernize salary benchmarking, the predictable outcome is continued reliance on outdated market data. That increases:

- Unplanned turnover
 - Recruitment failures and extended vacancies
 - Higher wage pressure later (reactive pay corrections)
 - Reduced service continuity
 - Higher costs due to backfill overtime and repeated hiring cycles
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ATTACHMENTS

1. Carahsoft Quote 62336654, dated 01/30/2026 (OMNIA Contract R240303)
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FINAL RECOMMENDATION

Approve the purchase of TrueComp salary benchmarking software through Carahsoft under OMNIA Contract R240303 for a three-year term in the total amount of **\$67,500**, as a cost-justified workforce retention and compensation modernization investment.