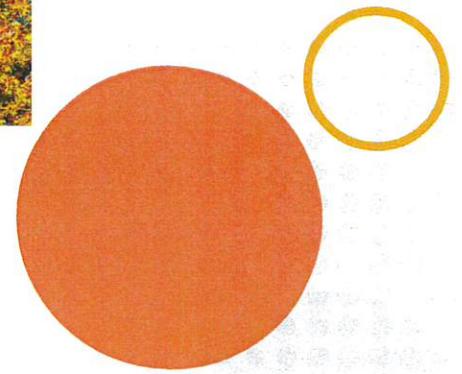


**KENTON**  
COUNTY



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# COMPENSATION STUDY PROJECT

Potential starts [here](#).

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## Compensation Study

- Johanson Consulting/Group – Since 1973
- Merged with JER HR Group in January 2022
- Job evaluation and comp. system – Since 1985
- Computerized in 2001 and licensed in 2006

### **Compensation Studies since 2010 – 26 states**

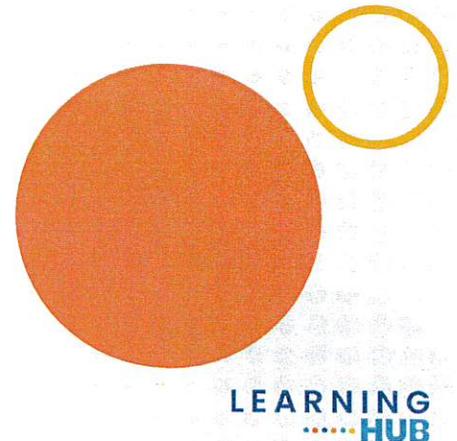
- Arkansas cities, counties and utilities – 50+
- Oklahoma cities and utilities – 15+
- Missouri, Kentucky, Texas and Louisiana – 25+
- North Carolina, South Carolina and Virginia – 5+

### **Recent Client Projects in AR, KY, NC, & SC**

- Franklin County, KY
- Johnson City County, VA
- City of Owensboro, KY
- Frankfort Plant Board, KY
- City of Frankfort, KY
- RWRA, Owensboro, KY
- Pulaski County, AR
- Town of Harrisburg, NC
- Lancaster Sewer & Water, SC
- City of Fayetteville, AR

## Project Objectives:

- Maintain a compensation system that provides fair and equitable salaries based on internal job requirements and competitive external pay with comparable positions within the regional area
- Offer competitive benefit plans to enhance employee total rewards packages
- Maintain a compensation plan that is aligned with and supports the goals of the County

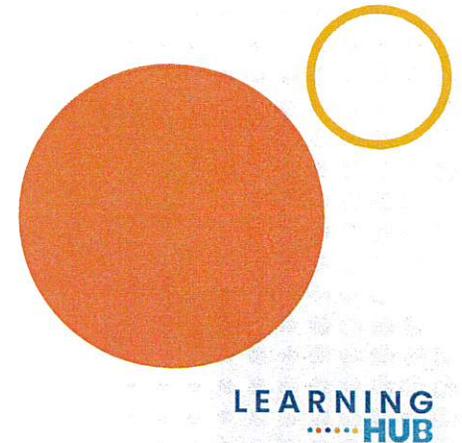


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## Project Objectives:

- Balance the desire to competitively pay employees with the financial resources of the County and be fiscally responsible
- Maintain a compensation management system that is flexible to meet the changing needs of the County
- Employee talent attraction and retention



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## Projected Scope of Services

### General Tasks:

- Initial meetings to discuss compensation, classification, and compensation and benefits study project information and time frame.
- Perform a comprehensive job evaluation of every County job to determine value within the organization, review current pay scales and develop proposed pay plans.
- Complete a comprehensive pay and benefits survey which includes a comparison and analysis of wages of like-type or similar jobs in comparable government entities, cities, and private employers in the labor recruitment region.
- Present draft and final reports with recommended changes to Kenton County's existing pay plans along with an implementation strategy.

## Phase I: Job Descriptions and Ratings

- Job descriptions updated by department heads and managers
- Uploaded 117 position descriptions within the DBCompensation software format (Fiscal Court – 91 and County Detention Center – 26)
- Rated 117 positions utilizing 15 compensable factors
- Review of job ratings for appropriate job placements



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## Position Analysis Process / Questionnaire Factors

### KNOWLEDGE & SKILL REQUIREMENTS

1. Experience – General
2. Experience – Management
3. Education
4. Initiative and Ingenuity
5. Mental Demand
6. Analytical Ability/Problem Solving

### RESPONSIBILITIES

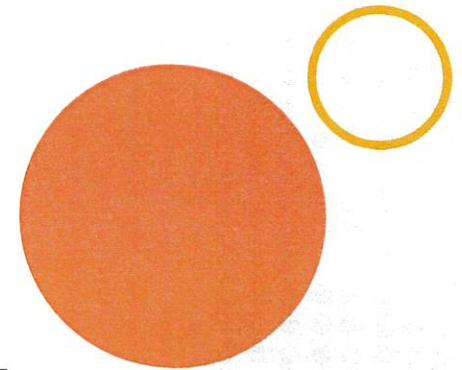
7. Responsibilities for Work of Others (Supervision)
8. Responsibilities for Funds, Equipment, Property, etc.
9. Responsibilities for Accuracy
10. Accountabilities (End Results)

### CONTACTS/HUMAN RELATIONS

11. Contacts with Public
12. Contacts with Employees

### EFFORTS

13. Machine and Computer Operations
14. Working Conditions/Hazards
15. Physical Demands



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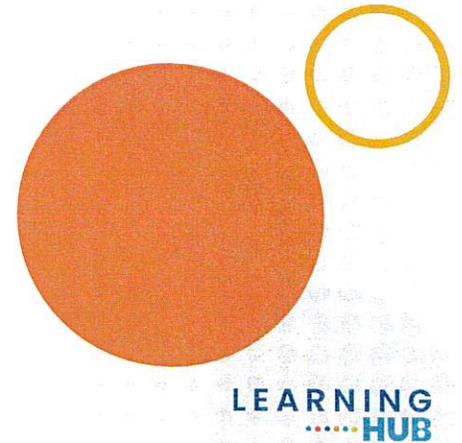
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## Phase II: Market Pay and Benefits Study

- Completed market pay study with following survey entities and published studies  
Counties: Boone, Butler, Campbell, Hamilton, and Fayette  
Cities: Covington, Cincinnati, Edgewood, Erlanger and Independence  
Published Studies: Department of Labor and Salary.com CompAnalyst
- Comparisons of 100 jobs for the market salary study
- Completion of major benefits and other compensation study

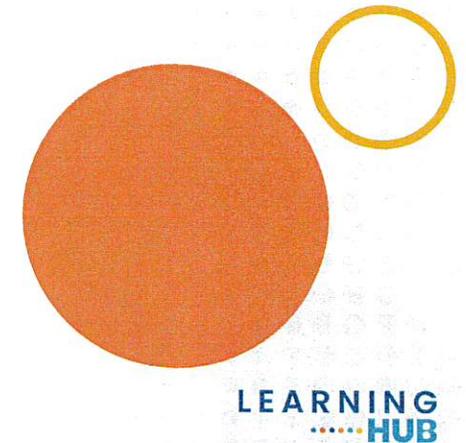


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## Phase II: Market Pay Study Variances

Counties, Cities and Published Pay Studies	Variance
Fiscal Court Market Pay Study Mean	-7.56%
County Detention Center Pay Study Mean	-7.88%
Projected Wage Inflation for 2023	4.2%
Cost Price Index – January 2023 Last Twelve Months	6.5%

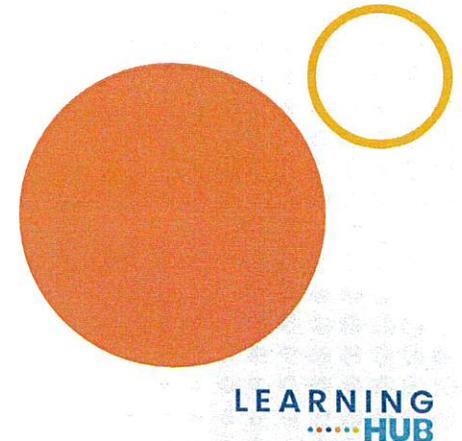


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## Phase III Compensation Management

- Employee information uploaded & market data entered in compensation management database
- 250+ full-time employees represented in compensation study
- Market pay and benefits study results shared with County's Leadership Team
- Classification, Compensation and Benefits Study Overview and recommendations presented to County Commissioners



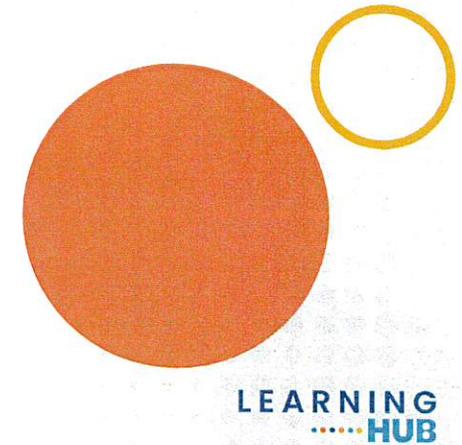
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## Fiscal Court 2023 Proposed Pay and Grade Range Scale

Grade	Minimum	Midpoint	Maximum
2	\$36,132	\$42,508	\$48,885
3	\$39,439	\$46,399	\$53,359
4	\$42,746	\$50,289	\$57,833
5	\$46,053	\$54,180	\$62,306
6	\$49,359	\$58,070	\$66,780
7	\$52,666	\$61,960	\$71,254
8	\$55,973	\$65,851	\$75,728
9	\$59,280	\$69,741	\$80,202
10	\$64,240	\$75,577	\$86,913
11	\$70,854	\$83,358	\$95,861
12	\$77,468	\$91,138	\$104,809
13	\$84,081	\$98,919	\$113,757
14	\$90,695	\$106,700	\$122,705
15	\$97,309	\$114,481	\$131,653
16	\$103,922	\$122,262	\$140,601
17	\$113,843	\$133,933	\$154,023
18	\$127,070	\$149,494	\$171,918
19	\$140,297	\$165,056	\$189,814
20	\$153,525	\$180,617	\$207,710

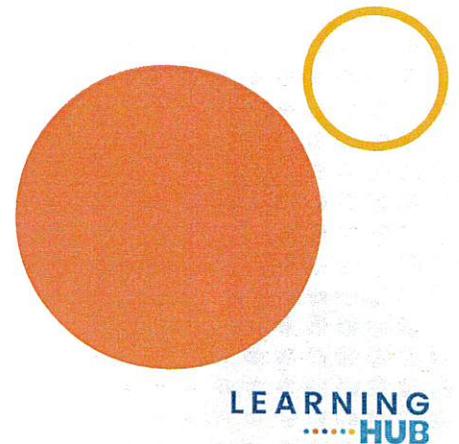


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## Study Recommendations

- Adopt the 2023 proposed pay grade and range structure
- Fund a market pay study/employee retention pay increase
- Increase pay for the employees below pay grade minimums
- Regrade positions based on internal job evaluation and results of the market pay study

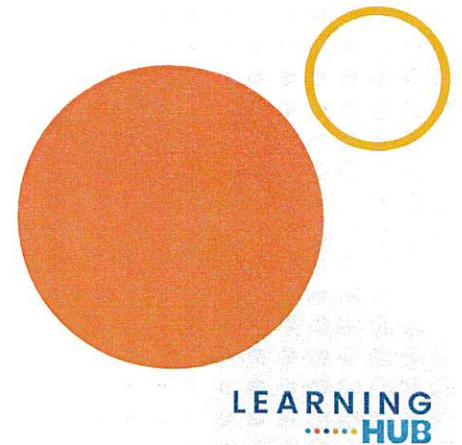


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## Employee Benefits Study Results

The County employment benefits are competitive based on results of the benefits study. The County offers benefits that are comprehensive and like the benefits offered by other surveyed entities that responded to the benefits study.



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# Questions / Discussions



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