

Compensation and Classification Study Fayette County Public Schools



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Study Goals

- **Review current classification and compensation system to ensure internal equity.**
- **Conduct a salary survey of peer organizations to ensure external equity.**
- **Produce recommendations to provide the Organization with a classification and compensation system that is equitable, both internally and externally.**



Expectations

Please DON'T Expect:

- a staffing study or efficiency study
- any guarantee of across-the-board employee salary increases

Please DO Expect:

- a classification and compensation study and analysis with recommendations
- communication throughout the study process



Project Approach

- ▶ Introduce team members
 - ▶ Finalize project planning with Project Team and Executive Team
 - ▶ Finalize work plan
 - ▶ Establish a communication schedule
 - ▶ Collect data
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- ▶ Conduct employee orientation sessions and focus groups
 - ▶ Interview department directors
 - ▶ Administer the Job Assessment Tool (JAT)
 - ▶ Perform job analysis and analyze results
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- ▶ Review all class specifications
 - ▶ Review work performed by each classification
 - ▶ Develop classification structure based on JAT scores
 - ▶ Evaluate and build projected classification plan
 - ▶ Develop internal job classification hierarchy

Step 1
Project Initiation

Step 2
Project Outreach
and Employee
Participation

Step 3
Job Classification
Analysis



Project Approach *(Continued)*

- ▶ Identify 40 benchmark positions and 20 peer organizations for the surveys
- ▶ Conduct a labor market salary survey
- ▶ Collect and analyze market salary data
- ▶ Prepare draft summary of the District's market position

- ▶ Conduct compensation analysis
- ▶ Develop new/revised pay grades and ranges for review
- ▶ Propose pay plan structure(s)
- ▶ Slot classifications into pay plans
- ▶ Conduct solution analysis

- ▶ Develop draft and final reports that includes a cost analysis and implementation strategies
- ▶ Present the final report
- ▶ Develop recommendations for the continued administration of the recommended plans
- ▶ Revise job descriptions and provide FLSA determinations
- ▶ Provide training to HR staff

Step 4
Conduct Market
Salary Survey

Step 5
Solution Analysis
and Development

Step 6
Finalize Project



Progress

Step 1 Project Initiation

- ▶ Completed

Step 2 Project Outreach and Employee Participation

- ▶ Focus Groups – School Based Staff completed week of 10/31
- ▶ Focus Groups – Central Office Staff conducted week of 11/7
- ▶ Administer Surveys to Teachers submitted week of 11/7
- ▶ Administer JATs released week of 11/14

Step 3 Job Classification Analysis

- ▶ Anticipated completion date 12/19



Next Steps

Step 4 Conduct Market Salary Survey

- ▶ Identify 40 classifications and 20 peers
- ▶ Conduct a labor market salary survey
- ▶ Collect and analyze market salary data
- ▶ Prepare draft summary of the District's market position

Step 5 Solution Analysis and Development

- ▶ Conduct compensation analysis
- ▶ Develop new/revised pay grades and ranges
- ▶ Propose pay plan structure(s)
- ▶ Slot classifications into pay plans
- ▶ Conduct solution analysis

Step 6 Finalize Project

- ▶ Develop draft/final rpts with cost analysis and implementation strategies
- ▶ Final presentation
- ▶ Develop recommendations
- ▶ Revise JDs and provide FLSA determinations
- ▶ Provide training to HR staff

▶ 11/14 – Begin
Market Data
Collection

▶ 12/19 – Review
Data with
Project Team
and Develop
Updated Plans

▶ 1/20 – Final
Recommendatio
ns Provided to
Project Team



Thank You!

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