



Blount County Government

Human Resources Department

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TO: Board of County Commissioners

RE: Implementation of new Compensation Plan

DATE: March 1, 2019

In January, the Board of County Commissioners amended the Compensation Plan Update Resolution to a single step-based plan at the 70th percent of market. As part of the amendment, Evergreen Solutions re-worked the implementation plan to address internal equity concerns and to better address tenure.

With the feedback received, Evergreen Solutions proposed a new method of implementation that places salaries on the new step plan based on tenure. Recommendation 1 in chapter 4 of the Compensation Plan Update report outlines the grade placement of each classification and offers an improved method for transitioning salaries onto the new plan. Total years of service is the driving factor for general employees and "time in class" is the main factor for sworn employees, with total tenure factored slightly. To ensure all employees receive a minimum increase equivalent to one step in the new plan, a one-time lump sum payment will be made to each employee with a calculated adjustment less than 2.5%. The lump sum payment will be the difference of the recommended adjustment and 2.5%.

The new tenure-based implementation strategy has been presented and discussed with County leadership over the last several weeks. We feel confident this method of transitioning salaries to the new plan meets the needs of County Commission, elected officials, and department heads. This latest recommendation from Evergreen Solutions is much easier to understand and explain therefore, we believe, will be better received by our employees. Additionally, this tenure-based implementation plan will correct salary compression issues not addressed for general employees during the original study.

We request that Commission approve this improved tenure-based method for implementing the new compensation plan. If approved, we will use this calculus to determine the budget for fiscal year 19-20 and salary changes will be applied in July 2019.

If you have questions after reviewing the information, please don't hesitate to contact me via email at jjohnson@blounttn.org or via phone at 865-273-5721.

Thank you,

A handwritten signature in blue ink that reads "Jaclyn Johnson".

Jaclyn Johnson