

RESOLUTION NO. 19-03-012

SPONSORED BY: Commissioner Jared Anderson; Commissioner Richard Carver;
Commissioner Dodd Crowe; Commissioner Tom Stinnett

**A RESOLUTION TO APPROVE THE METHOD OF IMPLEMENTATION FOR THE RECOMMENDED
COMPENSATION PLAN BY EVERGREEN SOLUTIONS**

WHEREAS, the Blount County Human Resources Committee met on January 2, 2019; and approved a recommendation, to forward to the Blount County Commission, the recommended compensation plan update from Evergreen Solutions.

WHEREAS, the draft report from Evergreen Solutions will include, but not be limited to

- I. Assessment of Current Conditions
- II. Market Summary
- III. Recommendation for pay structure and implementation

WHEREAS, the Board of County Commissioners of Blount County, assembled in regular session on the 17th day of January, 2019 amended the compensation plan update, as recommended by Evergreen Solutions, to a single step-based pay plan at the 70th percent of market.

WHEREAS, the Board of County Commissioners of Blount County, assembled in regular session on the 17th day of January, 2019 requested Evergreen Solutions re-work the recommended classification grades and implementation plan to address internal equity concerns and to better address tenure.

WHEREAS, the Blount County Human Resources Director will administer the plan and make any and all adjustments to the plan with accordance to the plan philosophy and structure once approved and implemented by the Board of Commission, including the classification or reclassifications of positions, as needed.

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Blount County, Tennessee, assembled in a special called meeting by the Mayor this 8th day of March, 2019, that the method of implementation for the new compensation system, as recommended by Evergreen Solutions, for Blount County Government and Blount County Highway Department, attached hereto is hereby approved.

BE IT FURTHER RESOLVED THAT THIS RESOLUTION TAKE EFFECT FROM AND AFTER ITS PASSAGE, THE PUBLIC WELFARE REQUIRING IT; AND THAT ANY PRIOR RESOLUTION TO THE CONTRARY IS HEREBY DECLARED VOID.

CERTIFICATION OF ACTION

ATTEST

Chairman

County Clerk

Approved: _____

Vetoed: _____

County Mayor

Date