



Blount County Government

Human Resources Department

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TO: HR Committee

RE: Compensation Plan Update

DATE: December 20, 2018

Blount County Government contracted with Evergreen Solutions, LLC in 2014 to conduct an Employee Classification and Compensation study. Prior to that time, Blount County did not have an organized county-wide employee classification and compensation system, so Evergreen Solutions, LLC was contracted to help develop and implement a step-based, competitive classification and compensation system. One of the recommendations, at that time, was to conduct a compensation update study every 3 to 5 years to preserve both the internal and external equity for the County's pay system. Following that guidance, in late 2017 Blount County requested an update to ensure its pay structure remains competitive. Again, the County contracted with Evergreen Solutions, LLC.

Evergreen Solutions analyzed both our current salary structure and market competitiveness of the plan; then, as a result of their findings, developed recommendations for a new pay plan and method of implementation. The results of the study are outlined in the draft report attached.

The results of the compensation update study have been reviewed by members of the HR and Finance departments and discussed, at length, with the team from Evergreen Solutions to ensure understanding of the findings and recommendations. Additionally, the study and implementation plan were presented to each of the elected officeholders and the results were reviewed in detail. I trust this information along with the draft report from Evergreen Solutions will enhance your understanding of the study results provided in your briefing.

With the support of the HR committee, we will ask commission to approve the updated pay plan, fulfilling the commitment to review the plan every 3-5 years. If approved, we will use this calculus to determine the budget for fiscal year 19-20 and implement the changes 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,

Jaclyn Johnson