



\$3M SET ASIDE PROCESS REVIEW

June 13, 2023

\$3M SET ASIDE PROCESS

Criteria

HR Business Partners and Compensation analyze each request and perform necessary research. The Compensation Manager compiles a report for the Working Group with analysis on the following criteria:

- *Protected class and/or internal inequities
 - Distance from market
 - Turnover Rate
 - Vacancy Rate
 - Effect on county operations
- *Highest priority based on legal requirements and risk

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Working Group Process

The working group meets monthly to evaluate the requests based on the set criteria

- The report contains multiple options to address the issues
- The working group can approve, deny or defer requests
 - Deferrals are reviewed each month thereafter until either approved or denied
- Agencies are notified of the outcome & next steps