

The background features a low-angle shot of modern skyscrapers against a cloudy sky. A large, dark blue rectangular overlay is positioned in the center, containing the title text. An orange triangular graphic element is located in the bottom right corner of the blue overlay.

COMPENSATION PHILOSOPHY PROJECT UPDATE

March 14, 2023

COMPENSATION PHILOSOPHY PROJECT UPDATE

Agenda

- Steering Committee Overview
 - Members
 - Role
- Consultant Introduction
- Project Planning
 - Mission & Purpose
 - What We've Learned So Far
 - Proposed Approach
- Project Status
 - Completed
 - In Progress & Upcoming Activities
 - Council Buy-In
 - Regular Updates

COMPENSATION PHILOSOPHY PROJECT

Steering Committee

- Members

- Rashelle Hobbs, Chair
- Dave Delquadro, Vice-Chair
- Scott Baird
- Karen Crompton
- Sim Gill
- Chris Harding

- Ex Officio

- Darrin Casper
- Ralph Chamness

- Staff

- Jill Miller – Project Sponsor
- Sharon Roux – Project Sponsor
- Vance Jackson – Project Manager

- Member Role

- Provide leadership & direction to project team based on project goals & objectives
- Collaborate with external consultants (NFP) and project team
- Meeting weekly to ensure project is on track
- Provide updates to other elected officials and department directors
- Provide updates to the Council

COMPENSATION PHILOSOPHY PROJECT

Consultants



Megan Nail, VP Consulting & Total Rewards

- Over 16 years' experience as a volunteer leader at the Society for Human Resource Management (SHRM)
- Currently serves as the Membership Advisory Council Representative-North Central Region
- Success-driven professional with proven record of inspiring and leading teams to excellence
- Strives to create engaging workplaces that value talent by aligning an organization and its goals



Arann Barnett, HR Consultant

- Over 20 years' experience helping organizations transform and adapt to changing conditions whether it be from massive growth, brand expansion, or external pressures.
- Develops people-focused, innovative, and scalable HR programs to improve performance, profitability, growth, and engagement.
- Strives to help people identify their purpose and unique contributions and skillsets to optimize performance.

COMPENSATION PHILOSOPHY PROJECT

Mission & Purpose

- Mission Statement
 - The Salt Lake County compensation philosophy project strives to create an equitable, fair, and inclusive program that identifies, incentivizes, and rewards high performance.
- Purpose
 - Improve the county's ability to hire and retain top-quality employees by differentiating between longevity pay and performance-based pay and recognizing high performers with additional compensation.

COMPENSATION PHILOSOPHY PROJECT

What we've learned so far

- Compensation system is *fundamental*
- Current compensation structure & practices create challenges in recruiting & retention
- Recommend prioritizing resolution of the following issues:
 - Market review
 - Alter compensation methodology & processes to create a nimbler system
 - Setting starting salaries
 - Internal equity process
 - Evaluate and recommend compensation system structure changes to reflect current best practices

COMPENSATION PHILOSOPHY PROJECT

Proposed Approach

NFP consultants, Project Steering Committee and Project Team, propose an incremental approach

- Compensation Philosophy – Strategic Shift
 - Salary & Benefits Survey – currently in vendor selection process
 - Pay Equity review
 - Compensation methodology & practice revision
- Performance Management – Revised Methodology
 - Build new performance evaluation system
 - Reflect the needs of each agency and department
 - Metrics development
 - Training & development

COMPENSATION PHILOSOPHY PROJECT

Project Update

- Completed
 - Initial in person meeting with Steering Committee, Project Team and Consultants
 - High level project plan
 - Weekly Steering Committee Meetings
- In Process and Upcoming
 - Detailed Project Plan
 - Build project workgroups
 - Diligence & Analysis
 - Stakeholder Analysis – NFP
 - Program Design
 - Council buy-in
- Regular Council Updates