

The background features a low-angle shot of modern skyscrapers against a cloudy sky. A large, dark blue rectangular overlay covers the center of the image, with a white, folded-corner effect at the bottom right. The text is centered within this 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