



Fort Bend County, TX

Compensation Study Overview

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Ruth Ann Eledge, Vice President

Patrice Glasthal, Consultant

Overview of Segal

National consulting firm with
1,000+ employees,
celebrating over **80 years**
of serving clients

Mission-driven:
Providing trusted advice
that improves lives

Independent, objective,
and **employee-owned**

Not any solution —
your solution; personalized
advice and help

What our clients say about us

Quality people. Professional,
knowledgeable and diverse.

Their strategy focused the
alignment to the vision.

Thorough analyses.

Ability to understand
underlying strategic issues.

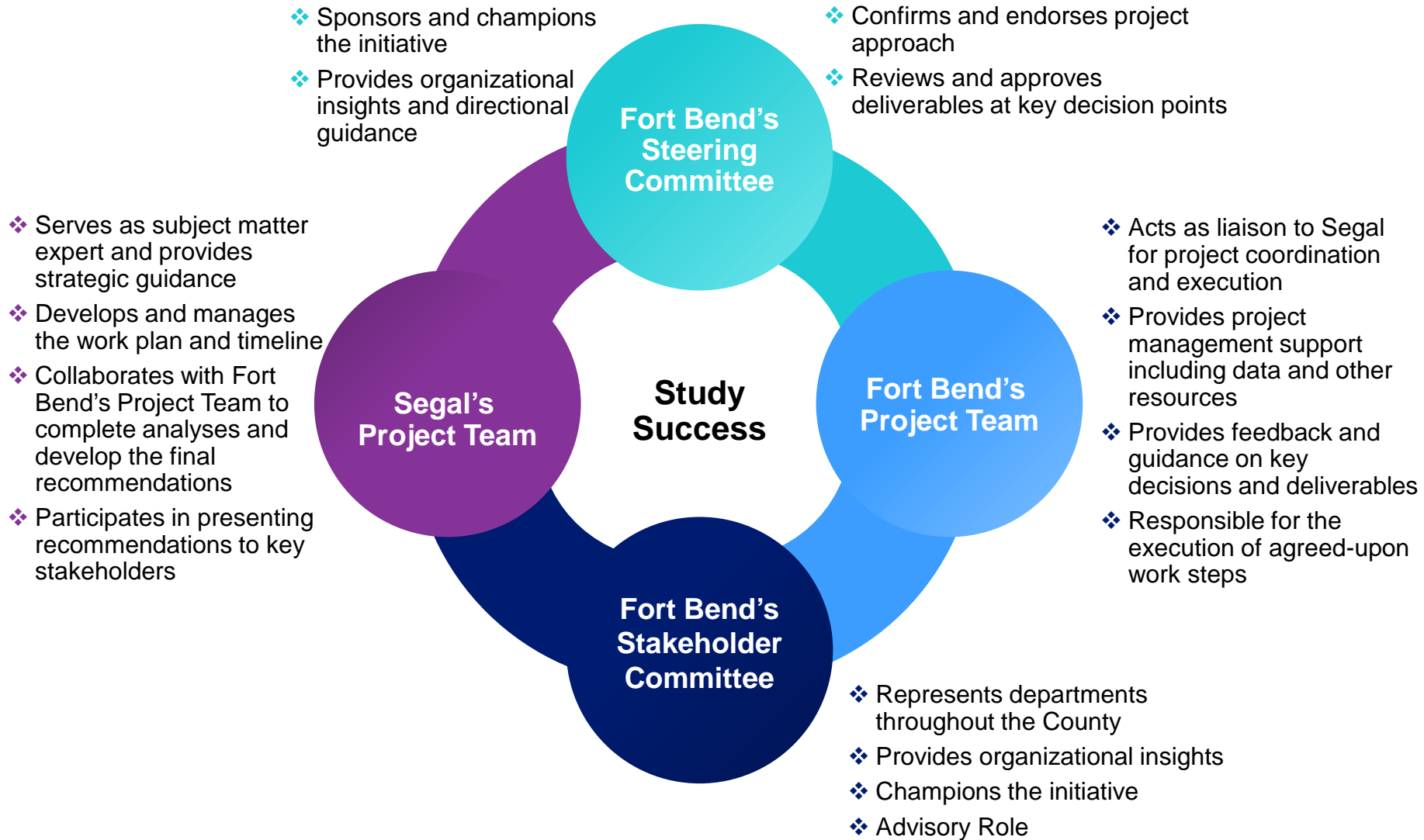
Partnering with the client
to best resolve the
issue at hand.

Tells the truth.



Segal has a proud history of serving Texas clients

Project Oversight Structure



Understanding the Study



- This study covers 3,000+ employees covered by 600+ job titles
- 100 of the 600+ job titles will be identified as benchmark job titles for the market survey
- Pay increases or reclassifications are **not guaranteed**

This is not about...







- ✗ How well people are doing in their work (job performance)
- ✗ How many people are required to do a particular job (staffing levels)

Transparent and Collaborative Process

- Segal involves key stakeholders and governing authorities in all phases of the project
- We keep the Project Team informed and can distribute periodic updates to County employees, as needed
- We create an avenue for employees to inquire about status
- We can prepare a Frequently Asked Questions (FAQ) document that is continuously updated throughout the project
- We share study findings
- We communicate results and next steps



Project Approach & Methodology

					
Project Initiation	Salary Market Assessment	Recommendations Development	Job Evaluation/Internal Equity Options	Pay Equity Analysis	Present Final Results to the County
<p>Conduct initial meetings and stakeholder interviews</p> <p>Understand current situation and desired outcomes</p> <p>Gather required information</p> <p>Develop communication and project work plans</p>	<p>Finalize approach and methodology</p> <p>Validate market and determine up to 100 benchmark jobs</p> <p>Collect and analyze compensation data</p> <p>Determine the County's competitive market position</p> <p>Prepare and deliver report of findings</p>	<p>Design a recommended salary schedule</p> <p>Recommend pay grade assignments</p> <p>Develop recommended compensation policies</p> <p>Determine Cost Impact</p> <p>Assist with implementation</p>	<p>Review job evaluation options</p> <p>Utilize job description questionnaire to evaluate 25% (approximately 155 job titles)</p> <p>Apply selected job evaluation approach to all job titles utilizing existing County job descriptions</p> <p>Develop recommendations for maintaining internal equity</p>	<p>Analyze census data, job description questionnaires, other materials covering the County's 3,000+ employees covered by 626 job titles</p> <p>Identify whether any pay disparities exist among employees performing similar work</p>	<p>Prepare presentation materials</p> <p>Present results to decision makers</p>
Month 1	Month 1 - 3	Month 3 - 4	Month 3 - 5	Month 3- 5	Month 6

Next Steps

Stakeholder Interviews

- Segal will conduct two days of **confidential interviews** with designated department heads and County Officials
- Purpose of these interviews is to:
 - Understand the perspective and needs of County leaders
 - Provide an opportunity for County leaders to share their opinions regarding the effectiveness of the current compensation and classification policies with regard to meeting their operational needs and staffing requirements
 - Conduct open and frank discussions about sensitive matters regarding leadership's expectations, frustrations, and suggestions for improvement
 - Gather insights into what is working/not working about the compensation program; what needs to stay the same/what needs to change
- Collected data remains confidential throughout the project
- Segal will develop summary themes and findings from stakeholder interviews

Next Steps

Criteria for Selection of Peer Employers

- County's competition for jobs/talent in the local market
- Organizations with similar jobs requiring similar skills
- Organizations facing comparable in economic conditions
- Proximity to the County
- Public sector employers outside of the immediate commuting area, but that are similar to the County in terms of size, scope, population, or other characteristics



Next Steps

Identification of Benchmark Jobs

- Segal will identify a sufficient number of benchmark jobs to statistically represent all jobs throughout the County
- Widespread representing all divisions
- All levels of the organization represented
- Reflects the workforce composition
- Includes representation of services provided



Project Outcomes

- County's baseline market position as compared to other surrounding private and governmental entities
- Recommended new salary structures that are consistent with the market findings and the County's pay philosophy
- Tools to establish to define the differences among jobs for internal equity
- Compensation policies that are appropriate for the County and consistent with best practices
- Strategy for addressing minimum wage requirements
- Quantitative and qualitative evaluation of pay equity
- Implementation plan that is affordable
- Tools, methodologies, and recommendations - including a description of the analytic processes that we used to conduct the study



Questions and Discussion



Ruth Ann Eledge, SPHR, SHRM-SP
Vice President
reledge@segalco.com
214.930.7291



Patrice Glasthal
Consultant
pglasthal@segalco.com
202.833.6495

