

Collin County

Reward Program Analysis Services

July 18, 2016



1 Objective and Steps



Project objectives

- Collin County is looking for an assessment of its current pay structure, pay practices, and benefits to understand the strengths and weaknesses of the framework.
- The goal of this assessment is to ensure that the current reward framework fosters an appropriate level of market competitiveness.
- Korn Ferry Hay Group will assess your current plans and provide an assessment of how you compare to the market from a practices perspective and provide recommendations for improvement as needed



Project Steps

Planning	Initial Commissioners Court Meeting	Data Gathering
<p>Clarify the Scope of the Project</p> <ul style="list-style-type: none">▪ Define roles and▪ Clarify project expectations and anticipated outcomes; and determining timetable of events▪ Agree on Project Management Process to ensure the project is conducted on time, within budget	<p>Public Meeting with Commissioners Court</p> <ul style="list-style-type: none">▪ Clearly outline and mutually agree to the purpose and deliverables of this work	<p>Gather and review County information</p> <ul style="list-style-type: none">▪ Increase our knowledge of the existing classification, compensation and human resources processes <p>Onsite meeting with County project team</p> <ul style="list-style-type: none">▪ Walk through current processes and frameworks around how compensation is administered



Project Steps (cont'd)

Data Review/Analysis	Initial Report	Team Feedback Session
<p>Review and assess the existing salary structure relative to best practice, to cover at the minimum:</p> <ul style="list-style-type: none">▪ Internal equity▪ Pay Compression▪ Range Spread▪ Midpoint Progression (structure compression)▪ Slotting Practices▪ General pay administration guidelines	<p>Assessment of pay and benefits practices</p> <ul style="list-style-type: none">▪ “Comparative entities”, wage compression, impact of staffing levels, wage increase practices focusing on relationship between cost of living and wage increases <p>Guidance on effects of cross training and technology on compensation, considerations for “hot”/“premium pay jobs” relative to bonus programs, and appropriateness of bonus plans</p>	<p>Conduct a meeting with the County project team for the purposes of reviewing our findings</p>
<p>Final Commissioners Court Meeting</p>		

Hay Group will present the final findings of the study to the Commissioners



Project timeline

Activity	6/16	6/20	7/04	7/11	7/18	7/25	8/01	8/08	8/15
Planning	Both								
Public Meeting with Commissioners Court					Hay Group				
Data gathering		Both							
Data Understanding Meeting				Both					
Data Review / Analysis			Hay Group						
Initial Feedback Report					Hay Group				
Project Team Feedback Session						Hay Group			
Commissioners Court Presentation							Hay Group		

