

STATE OF GEORGIA

COUNTY OF HALL

RESOLUTION TO APPROVE HALL COUNTY WAGE AND COMPENSATION

STUDY

WHEREAS, on September 12, 2019 the Hall County Board of Commissioners first engaged the Carl Vinson Institute at the University of Georgia to conduct a comprehensive Wage and Compensation Study (the “Study”) with the purpose of assessing the County’s jobs and compensation in totality in order to properly place the County’s compensation and wage structure in the competitive employment market; and

WHEREAS, the Study was thereafter suspended due to the COVID pandemic; and

WHEREAS, on May 24, 2021 the County and the Carl Vinson Institute re-started the Study with the same purposes and objectives; and

WHEREAS, the Carl Vinson Institute and the County’s Human Resources Department have diligently pursued the Study, and the Study has recently been completed such that the results have been presented to the Hall County Board of Commissioners, which approves of the said Study results; and

WHEREAS, the Hall County Board of Commissioners values the contributions of its employees, who work long hours in service to the taxpayers of Hall County; and

WHEREAS, the Hall County Board of Commissioners strongly supports the purpose of the Study in that it wishes to properly and competitively place the County’s compensation and wage structure in the current employment market; and

WHEREAS, the Hall County Board of Commissioners recognizes that inflation has eroded the purchasing power of its employees’ paychecks during 2022; and

WHEREAS, by properly and competitively placing the Hall County compensation structure in the current employment market, the Hall County Board of Commissioners wishes to demonstrate its commitment to employ high quality individuals in its work force and to retain its existing employees along with their knowledge and experience; and

WHEREAS, the Hall County Board of Commissioners also wishes to support these same purposes and commitments by providing eligible employees with a Cost of Living Adjustment to their compensation effective January 1, 2023; and

WHEREAS, the Hall County Board of Commissioners wishes to fully implement the Study, and to authorize the County Administrator and the Finance Director to make the necessary and material transactions to accomplish the full implementation of the Study within the County's departmental wage and compensation structure.

NOW THEREFORE, THE HALL COUNTY BOARD OF COMMISSIONERS DOES HEREBY RESOLVE AS FOLLOWS: The Hall County Board of Commissioners hereby adopts the Wage and Compensation Study conducted by the Carl Vinson Institute in its totality and authorizes the County Administrator to make any necessary and material adjustments to fully implement the said Study. The Hall County Board of Commissioners further approves the allocation of the assigned General Fund balance for the Wage and Compensation Study so as to appropriately implement the results of the Study in each County department for budget purposes. The Hall County Board of Commissioners further directs and authorizes the County's Financial Services Director, in accordance with generally accepted accounting principles and the standards of the Governmental Accounting Standards Board, to assign fund balance in the General Fund for future investments in certain compensation and benefits endeavors, including, but not limited to, the results of the Hall County Wage and Compensation Study and the potential establishment of

the Other Post-Employment Benefits (OPEB) Trust Fund. Finally, the Hall County Board of Commissioners approves a 3% Cost of Living Adjustment (COLA) for all eligible employees effective January 1, 2023.

SO RESOLVED this the _____ day of December, 2022.

**HALL COUNTY BOARD OF
COMMISSIONERS**

Chairman, Richard Higgins

ATTEST:

Jennifer Rivera, County Clerk

APPROVED AS TO FORM:

Van Stephens, County Attorney