



AGENDA ITEM

Consent Agenda

REPORT TO: Work Session (12/05/22)

REPORT TO: Voting Meeting (12/08/22)

ITEM NO: 651/2022

SUBJECT: Approve the Resolution for the Hall County Wage and Compensation Study and authorize the Chairman to execute all related documents, subject to the review and approval of the County Attorney.

Meetings:

Work Session Date: 12/05/22

Voting Meeting Date: 12/08/22

Executive Summary:

Presenter: DLJ

Recommendation:

Department recommends the approval of the Resolution for the Hall County Wage and Compensation Study.

Purpose of Request:

The purpose of this request is to approve a resolution for approval of the Hall County Wage and Compensation Study and a three (3%) percent cost-of-living-adjustment (COLA) for all eligible employees effective January 1, 2023 and to be paid on the January 20, 2023 pay date. And provides for further authorization of the County Administrator and Director of Financial Services to make necessary and material adjustment to appropriately implement the Wage and Compensation Study and three (3%) percent COLA.

History:

Hall County engaged the Carl Vinson Institute on September 19, 2019, to conduct a Wage and Compensation Study. Study was suspended due to COVID, and restarted on May 24, 2021.

Facts and Issues:

Options:

Hall County engaged in a Wage and Compensation Study with Carl Vinson on September 12, 2019. Due to the COVID pandemic, the study was suspended until further notice. In 2021, the project was restarted with the same purpose and objectives. The Wage and Compensation Study appropriately places the County in a competitive compensation structure to employ high quality individuals and retain its existing employees along with their knowledge and experience. This resolution will also provide a three (3) percent cost-of-living-adjustment (COLA) for all eligible employees. Both the Wage and Compensation Study and three (3%) COLA will be effective January 1, 2023 and paid on the January 20, 2023 pay date.

Funding Requested \$ 4,575,509.00
Are funds within current budget? Yes
Source of Funds Various
Does the action involve a Resolution, Ordinance, Contract, Agreement, etc.? Yes
Has it been reviewed by the County Attorney? Yes
Is there a deadline for this item?

Approvals:

Submit	Approve	Budget	Finance
LJ	LJ	EW	WG
Attorney	Administration	Clerk	
WLI	ZP	AO	

Attachments:

Financial Supplement
 Resolution to Approve Hall County Wage and Compensation Study
 Summary FY 2023 Comp Study & COLA



**HALL COUNTY BOARD OF COMMISSIONERS
FINANCIAL SUPPLEMENT REPORT**

AGENDA ITEM 651/2022

Funds Requested: \$ 4,575,509.00 **Request Budgeted:** Yes

Proposed Source of Funding: **Budget Transfer Requested:**

Various Yes

Funding Source Items:

Fiscal Year	Fund	Division	Account	Amount
2023	0			\$4,575,509.00

Budget Transfer Items:

Additional Information/Comments:

Cost above represents remaining 6 months of FY 2023. Annualized cost is estimated at \$9.15 million. \$6.5 million assigned fund balance available for implementation in January 2023.

Contact for Questions: DLJ **Phone:** 770-531-6712