Welcome to Two-Minute Tuesday. I’m Jack Loring and today we’re talking about the Classification and Compensation Study.

Good news - the study is underway with Evergreen Solutions as our consultant!

You probably have some questions. Like: Why are we doing this study? The purpose is to determine if our jobs are classified correctly, our pay levels are competitive with the labor market, and the pay delivery system is administered equitably.

There are three main areas in the study – let’s look at classification first.

Evergreen will evaluate our current classifications and job specifications and help us update them as needed. This analysis examines the position itself and not the person in the position.

Secondly, Evergreen will study the market value of benchmarked classifications and provide recommendations for pay ranges reflective of what each job is worth. We need to ensure that our pay levels are comparable with other employers based on the qualifications, education, skills, and experience required to perform the job.

Last but not least, Evergreen will review the guidelines, policies and practices we use for pay administration at Pinellas County to ensure that we incorporate best practices and apply rules and policies equitably.

The study should take approximately one year but, if the consultant needs more time to get it just right, it may take longer. We are focused on quality results.

The last study of this kind at Pinellas County government was conducted by Temple and Associates in 2004.

Does this mean my job hasn’t been reviewed in 13 years? Actually HR staff have analyzed most of our positions over the last 13 years through reviews that were regularly scheduled or specifically requested.
Our staff continually conduct market research and update classifications as needed.

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We don’t expect large-scale changes as a result of the study.

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We believe that because of our ongoing efforts, most positions are within or close to market ranges so most positions are likely to remain the same.

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However, some may be reclassified upward or even be reclassified downward.

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HR will continue to work with the Appointing Authorities and the Employees’ Advisory Council to share information about the study. We’ll keep you updated in *The Pen* and on our web page at [www.pinellascounty.org/hr/study](http://www.pinellascounty.org/hr/study).

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