



WASHINGTON COUNTY, ARKANSAS
County Courthouse

MEETING OF THE
WASHINGTON COUNTY QUORUM COURT
PERSONNEL COMMITTEE

Monday, May 10, 2021
6:00 P.M.
Washington County Quorum Court Room

Robert Dennis
Willie Leming
Shannon Marti

Lisa Ecke - Chair

Butch Pond – Vice-Chair
Evelyn Rios Stafford
Shawndra Washington

A G E N D A

1. CALL TO ORDER AND WELCOME

2. PRAYER AND PLEDGE

3. ADOPTION OF AGENDA

At the beginning of each meeting, the agenda shall be approved. Any JP may request an item be added or removed from the agenda subject to approval of the Committee.

4. CHAIRMAN'S REPORT

5. JP ENGAGEMENT REPORT

6. REVIEW WASHINGTON COUNTY JOB EVALUATION PROGRAM
2016 FORMULATION OF SALARY POLICY RANGES (6.1 – 6.2)

7. ELECTED OFFICIALS PERSONNEL ENGAGEMENT – MAY

- **TREASURER – BOBBY HILL**
- **CIRCUIT CLERK – KYLE SYLVESTER**
- **ASSESSOR – RUSSELL HILL**

8. PUBLIC COMMENT

Twelve-minute comment period with a three-minute limit for each individual to comment on items on the agenda.

9. ADJOURNMENT

Washington County, AR

Employee Compensation Planning 2021 Budget

Internal Analysis, Market Pay Study and Recommendations

Blair Johanson
Johanson Group
Compensation Consultant

Arkansas Salary Adjustments

WorldatWork Study for 2019 & 2020

Actual 2019	Actual 2019
Mean	Median
3.0%	3.0%

Actual 2020	Actual 2020
Mean	Median
2.9%	3.0%

National Projected 2021 Mean Adj.: Unknown

2020 NWA Regional Salary Adjustments

NOARK NWA Survey 50 Orgs.			
<u>Actual</u>	<u>General</u>	<u>COLA</u>	<u>Merit</u>
2020	3.27%	2.83%	3.16%
<u>Projected</u>	<u>General</u>	<u>COLA</u>	<u>Merit</u>
2021	3.25%	2.00%	2.77%

2020 Participants

1st Employment Staffing	Delta Group Electronics
Alternative Design Manufacturing & Supply Inc.	Fayetteville Public Library
Aquaturbo Systems Inc.	Gates
Arkansas Children's Hospital	George's Inc
ATI	Grand Savings Bank
Bekaert Corporation	Highlands Oncology Clinic
BNSF Logistics	Island Ventures, Inc.
Butterfield Trail Village, Inc.	J.B. Hunt Transport Services, Inc.
CEI Engineering Associates	Johanson Group
Central Research	John Brown University
Circle of Life	Jones Center
City of Bella Vista	Keruso Activewear
City of Bentonville	Marshalltown Company
City of Fayetteville	Northwest Arkansas National Airport
City of Rogers	Pace Industries
City of Siloam Springs	Pel-Freez Arkansas, LLC
CK Harp & Associates	Point Financial
Clack Corporation	Rogers Water Utilities
Conagra Brands	Sealed Air--Cryovac
CourtHouse Concepts, Inc	Stephens
Crafton Tull	The Harvest Group
Crystal Bridges Museum of American Art	Tyson Foods, Inc
Daisy Outdoor Products	University of Arkansas - Human Resources
Dayco Products LLC	Vision Utility Services, Inc.
DB Squared LLC	Washington County Arkansas

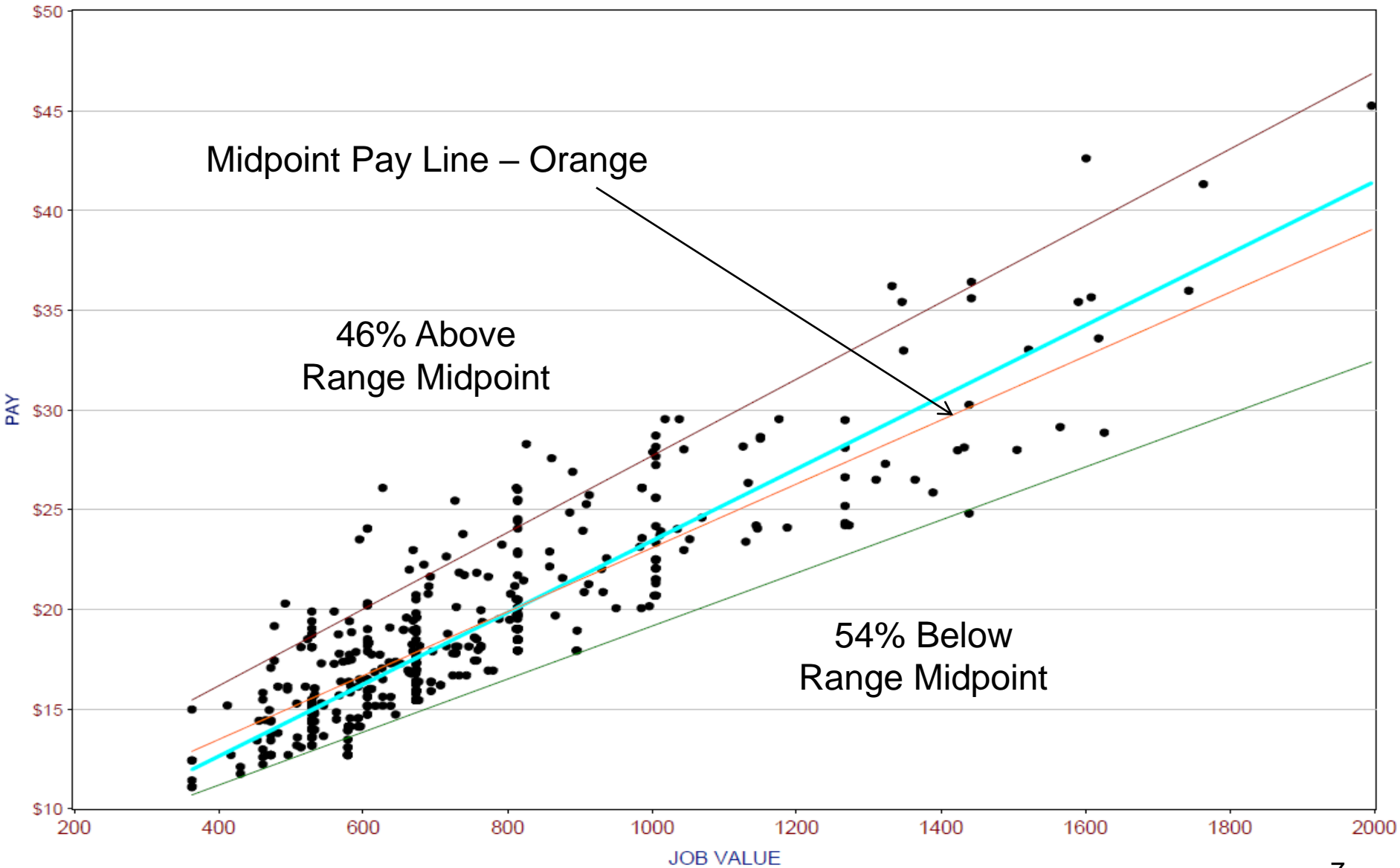
Average Pay Comparisons

- National 2019 Average \$53,490 or \$25.72/Hour
- State 2019 Average: \$42,690 or \$20.52/Hour
- NWA Regional 2019 Average: \$47,600 or \$22.88/Hr.
- Washington Co. Employees' 2020 Average: \$40,997
or \$19.71/Hr.

**National, State, and Regional Pay
Data Source: Arkansas DOL – BLS:
May, 2019 Study**

Washington County Scatter Graph of Actual Pay 8-2020

WASHINGTON COUNTY
EXHIBIT 2: INTERACTIVE SCATTER GRAPH OF ACTUAL PAY
August 2020 (No Color Coding)



Washington County

Market Pay Variance Summary

August 2020

WASHINGTON COUNTY
EXHIBIT 4A: STATISTICAL DETAILS FOR MARKET PAYLINE COMPARISONS

Pay Data Source	% Variance	Titles	Correlation	Slope	Intercept
YOUR PAY SCENARIO		307	88.15%	0.01803	5.41
NWA DOL	-7.6%	183	90.78%	0.01822	7.33
NOARK Survey	-7.3%	187	92.83%	0.01925	6.45
Benton Co.	-6.8%	185	90.43%	0.01822	7.16
Pulaski Co.	-6.5%	153	94.25%	0.01822	7.28
NWA Cities	-6.1%	187	94.12%	0.01764	7.53

2020 Market Variance Mean: - 6.88%
2020 Market Variance Median: -6.83%

2019 Market Variance Mean: - 4.78%
2019 Market Variance Median: -5.45%

2018 Market Variance Mean: - 4.11%
2018 Market Variance Median: -7.70%

Washington County

Market Pay Variance Summary – Past 10 Years

Year	Variance to Market Pay Average
2020	-6.88%
2019	-4.78%
2018	-4.11%
2017	-4.33%
2016	-7.16%
2015	-3.31%
2014	-1.81%
2013	-3.24%
2012	-2.20%
2011	-3.62%

Ten Year Average: -4.14%

2020 Pay Study Adjustment Recommendation for 2021 Budget

- **Increase Civilian Service Employees' Pay 4%**
- **Increase 2020 Pay Range Schedule by 3%**
- **No Base Pay Increase for Employees Where an Increase in Current Pay Would Place Employees' Pay Above Respective Pay Grade Maximums – 3% One-time Bonus Check**

2020 Pay Study Adjustment Recommendation for 2021 Budget

Reasoning:

- The County's internal pay mean is 6.88% behind the market pay mean and 6.83% behind the market pay median based on the 2020 market pay study
- The regional average salary adjustments in 2020 will range from 2.4% to 3.3%
- County employees' with pay below pay grade/range midpoint increases from 54% to 64% with a 3% adjustment to the 2020 Pay Grade/Range Schedule (Last changed on 1/2016)
- County employees' with pay below pay grade/range midpoint increase to 55% with a 4% increase in civilian employees' current base pay for 2021

2021 Budget Impact on Base Salaries Only

- Civilian Staff (includes jail Detention Officers): \$773,032 for 497 employees
- Or \$657,362 (4%) for 422 employees and \$115,670 (3%) for 75 employees where a 4% increase places salaries above respective pay grade maximum
- Sheriff & Jail Chief Deputy, Majors & Captains and Uniformed Officers (Step pay plan – see Sheriff's 2021 proposed budget.

**WASHINGTON COUNTY JOB EVALUATION PROGRAM
FORMULATON OF NEW SALARY POLICY RANGES
2016**

GRADE	BEGIN	END	MIN	MID	MAX	QUARTILES	
6		334	366				
	HOURLY			\$11.08	\$13.04	\$15.65	\$11.08 to \$12.06
	BI-WEEKLY			\$886.72	\$1,043.20	\$1,251.84	\$12.07 to \$13.04
	MONTHLY			\$1,921.23	\$2,260.27	\$2,712.32	\$13.05 to \$14.34
	ANNUAL			\$23,054.72	\$27,123.20	\$32,547.84	\$14.35 to \$15.65
7		367	400				
	HOURLY			\$11.08	\$13.04	\$15.65	\$11.08 to \$12.06
	BI-WEEKLY			\$886.72	\$1,043.20	\$1,251.84	\$12.07 to \$13.04
	MONTHLY			\$1,921.23	\$2,260.27	\$2,712.32	\$13.05 to \$14.34
	ANNUAL			\$23,054.72	\$27,123.20	\$32,547.84	\$14.35 to \$15.65
8		401	433				
	HOURLY			\$11.74	\$13.04	\$15.65	\$11.74 to \$12.39
	BI-WEEKLY			\$938.88	\$1,043.20	\$1,251.84	\$12.40 to \$13.04
	MONTHLY			\$2,034.24	\$2,260.27	\$2,712.32	\$13.05 to \$14.34
	ANNUAL			\$24,410.88	\$27,123.20	\$32,547.84	\$14.35 to \$15.65
9		434	466				
	HOURLY			\$12.21	\$13.57	\$16.28	\$12.21 to \$12.89
	BI-WEEKLY			\$977.04	\$1,085.60	\$1,302.72	\$12.90 to \$13.57
	MONTHLY			\$2,116.92	\$2,352.13	\$2,822.56	\$13.58 to \$14.93
	ANNUAL			\$25,403.04	\$28,225.60	\$33,870.72	\$14.94 to \$16.28
10		467	500				
	HOURLY			\$12.68	\$14.09	\$16.91	\$12.68 to \$13.39
	BI-WEEKLY			\$1,014.48	\$1,127.20	\$1,352.64	\$13.40 to \$14.09
	MONTHLY			\$2,198.04	\$2,442.27	\$2,930.72	\$14.10 to \$15.50
	ANNUAL			\$26,376.48	\$29,307.20	\$35,168.64	\$15.51 to \$16.91
11		501	533				
	HOURLY			\$13.17	\$14.63	\$17.56	\$13.17 to \$13.90
	BI-WEEKLY			\$1,053.36	\$1,170.40	\$1,404.48	\$13.91 to \$14.63
	MONTHLY			\$2,282.28	\$2,535.87	\$3,043.04	\$14.64 to \$16.09
	ANNUAL			\$27,387.36	\$30,430.40	\$36,516.48	\$16.10 to \$17.56
12		534	566				
	HOURLY			\$13.64	\$15.16	\$18.19	\$13.64 to \$14.40
	BI-WEEKLY			\$1,091.52	\$1,212.80	\$1,455.36	\$14.41 to \$15.16
	MONTHLY			\$2,364.96	\$2,627.73	\$3,153.28	\$15.17 to \$16.68
	ANNUAL			\$28,379.52	\$31,532.80	\$37,839.36	\$16.69 to \$18.19
13		567	600				
	HOURLY			\$14.11	\$15.68	\$18.82	\$14.11 to \$14.90
	BI-WEEKLY			\$1,128.96	\$1,254.40	\$1,505.28	\$14.91 to \$15.68
	MONTHLY			\$2,446.08	\$2,717.87	\$3,261.44	\$15.69 to \$17.25
	ANNUAL			\$29,352.96	\$32,614.40	\$39,137.28	\$17.26 to \$18.82

GRADE	BEGIN	END	MIN	MID	MAX	QUARTILES		
14	601	650						
			HOURLY	\$14.71	\$16.34	\$19.61	\$14.71 to	\$15.52
			BI-WEEKLY	\$1,176.48	\$1,307.20	\$1,568.64	\$15.53 to	\$16.34
			MONTHLY	\$2,549.04	\$2,832.27	\$3,398.72	\$16.35 to	\$17.97
ANNUAL	\$30,588.48	\$33,987.20	\$40,784.64	\$17.98 to	\$19.61			
15	651	700						
			HOURLY	\$15.43	\$17.14	\$20.57	\$15.43 to	\$16.28
			BI-WEEKLY	\$1,234.08	\$1,371.20	\$1,645.44	\$16.29 to	\$17.14
			MONTHLY	\$2,673.84	\$2,970.93	\$3,565.12	\$17.15 to	\$18.85
ANNUAL	\$32,086.08	\$35,651.20	\$42,781.44	\$18.86 to	\$20.57			
16	701	750						
			HOURLY	\$16.19	\$17.99	\$21.59	\$16.19 to	\$17.09
			BI-WEEKLY	\$1,295.28	\$1,439.20	\$1,727.04	\$17.10 to	\$17.99
			MONTHLY	\$2,806.44	\$3,118.27	\$3,741.92	\$18.00 to	\$19.79
ANNUAL	\$33,677.28	\$37,419.20	\$44,903.04	\$19.80 to	\$21.59			
17	751	800						
			HOURLY	\$16.92	\$18.80	\$22.56	\$16.92 to	\$17.86
			BI-WEEKLY	\$1,353.60	\$1,504.00	\$1,804.80	\$17.87 to	\$18.80
			MONTHLY	\$2,932.80	\$3,258.67	\$3,910.40	\$18.81 to	\$20.68
ANNUAL	\$35,193.60	\$39,104.00	\$46,924.80	\$20.69 to	\$22.56			
18	801	900						
			HOURLY	\$17.92	\$19.91	\$23.89	\$17.92 to	\$18.91
			BI-WEEKLY	\$1,433.52	\$1,592.80	\$1,911.36	\$18.92 to	\$19.91
			MONTHLY	\$3,105.96	\$3,451.07	\$4,141.28	\$19.92 to	\$21.90
ANNUAL	\$37,271.52	\$41,412.80	\$49,695.36	\$21.91 to	\$23.89			
19	901	1000						
			HOURLY	\$19.00	\$21.11	\$25.33	\$19.00 to	\$20.05
			BI-WEEKLY	\$1,519.92	\$1,688.80	\$2,026.56	\$20.06 to	\$21.11
			MONTHLY	\$3,293.16	\$3,659.07	\$4,390.88	\$21.12 to	\$23.22
ANNUAL	\$39,517.92	\$43,908.80	\$52,690.56	\$23.23 to	\$25.33			
20	1001	1100						
			HOURLY	\$20.08	\$22.31	\$26.77	\$20.08 to	\$21.19
			BI-WEEKLY	\$1,606.32	\$1,784.80	\$2,141.76	\$21.20 to	\$22.31
			MONTHLY	\$3,480.36	\$3,867.07	\$4,640.48	\$22.32 to	\$24.54
ANNUAL	\$41,764.32	\$46,404.80	\$55,685.76	\$24.55 to	\$26.77			
21	1101	1200						
			HOURLY	\$21.51	\$23.90	\$28.68	\$21.51 to	\$22.71
			BI-WEEKLY	\$1,720.80	\$1,912.00	\$2,294.40	\$22.72 to	\$23.90
			MONTHLY	\$3,728.40	\$4,142.67	\$4,971.20	\$23.91 to	\$26.29
ANNUAL	\$44,740.80	\$49,712.00	\$59,654.40	\$26.30 to	\$28.68			

GRADE	BEGIN	END	MIN	MID	MAX	QUARTILES		
22	1201	1300						
			HOURLY	\$22.93	\$25.48	\$30.58	\$22.93 to	\$24.21
			BI-WEEKLY	\$1,834.56	\$2,038.40	\$2,446.08	\$24.22 to	\$25.48
			MONTHLY	\$3,974.88	\$4,416.53	\$5,299.84	\$25.49 to	\$28.03
			ANNUAL	\$47,698.56	\$52,998.40	\$63,598.08	\$28.04 to	\$30.58
23	1301	1400						
			HOURLY	\$24.37	\$27.08	\$32.50	\$24.37 to	\$25.73
			BI-WEEKLY	\$1,949.76	\$2,166.40	\$2,599.68	\$25.74 to	\$27.08
			MONTHLY	\$4,224.48	\$4,693.87	\$5,632.64	\$27.09 to	\$29.79
			ANNUAL	\$50,693.76	\$56,326.40	\$67,591.68	\$29.80 to	\$32.50
24	1401	1500						
			HOURLY	\$24.93	\$28.66	\$34.39	\$24.93 to	\$26.80
			BI-WEEKLY	\$1,994.74	\$2,292.80	\$2,751.36	\$26.81 to	\$28.66
			MONTHLY	\$4,321.93	\$4,967.73	\$5,961.28	\$28.67 to	\$31.53
			ANNUAL	\$51,863.14	\$59,612.80	\$71,535.36	\$31.54 to	\$34.39
25	1501	1600						
			HOURLY	\$25.72	\$30.26	\$36.31	\$25.72 to	\$27.99
			BI-WEEKLY	\$2,057.68	\$2,420.80	\$2,904.96	\$28.00 to	\$30.26
			MONTHLY	\$4,458.31	\$5,245.07	\$6,294.08	\$30.27 to	\$33.29
			ANNUAL	\$53,499.68	\$62,940.80	\$75,528.96	\$33.30 to	\$36.31
26	1601	1700						
			HOURLY	\$26.44	\$31.85	\$38.22	\$26.44 to	\$29.14
			BI-WEEKLY	\$2,114.84	\$2,548.00	\$3,057.60	\$29.15 to	\$31.85
			MONTHLY	\$4,582.15	\$5,520.67	\$6,624.80	\$31.86 to	\$35.04
			ANNUAL	\$54,985.84	\$66,248.00	\$79,497.60	\$35.05 to	\$38.22
27	1701	1800						
			HOURLY	\$27.09	\$33.44	\$40.13	\$27.09 to	\$30.26
			BI-WEEKLY	\$2,166.91	\$2,675.20	\$3,210.24	\$30.27 to	\$33.44
			MONTHLY	\$4,694.98	\$5,796.27	\$6,955.52	\$33.45 to	\$36.78
			ANNUAL	\$56,339.71	\$69,555.20	\$83,466.24	\$36.79 to	\$40.13
28	1801	1900						
			HOURLY	\$28.02	\$35.03	\$42.04	\$28.02 to	\$31.53
			BI-WEEKLY	\$2,241.92	\$2,802.40	\$3,362.88	\$31.54 to	\$35.03
			MONTHLY	\$4,857.49	\$6,071.87	\$7,286.24	\$35.04 to	\$38.53
			ANNUAL	\$58,289.92	\$72,862.40	\$87,434.88	\$38.54 to	\$42.04
29	1901	2000						
			HOURLY	\$29.30	\$36.63	\$43.96	\$29.30 to	\$32.97
			BI-WEEKLY	\$2,344.32	\$2,930.40	\$3,516.48	\$32.98 to	\$36.63
			MONTHLY	\$5,079.36	\$6,349.20	\$7,619.04	\$36.64 to	\$40.29
			ANNUAL	\$60,952.32	\$76,190.40	\$91,428.48	\$40.30 to	\$43.96