

STATE OF GEORGIA

COUNTY OF CLAYTON

RESOLUTION NO. 2018 - 119

A RESOLUTION TO APPROVE THE RECOMMENDATIONS WITHIN THE COMPREHENSIVE COMPENSATION STUDY PERFORMED BY THE MANAGEMENT ADVISORY GROUP; TO AUTHORIZE THE CHAIRMAN OR HIS DESIGNEE TO PERFORM ANY AND ALL ACTS NECESSARY TO CARRY OUT THE INTENT OF THIS RESOLUTION; TO AUTHORIZE THE CHIEF FINANCIAL OFFICER TO AMEND THE BUDGET WHERE NECESSARY TO REFLECT AN APPROPRIATE REVENUE SOURCE AND EXPENSE ALL AS MAY BE REQUIRED UNDER THE TERMS OF THE STUDY; TO PROVIDE AN EFFECTIVE DATE OF THIS RESOLUTION; AND FOR OTHER PURPOSES.

WHEREAS, the Clayton County Board of Commissioners seeks to recognize the value of Clayton County's employees by, in part, providing its employees a competitive wage and benefits package consistent with employees in similarly-situated neighboring jurisdictions holding similar positions and carrying out similar duties and responsibilities; and

WHEREAS, consistent with this goal, the Board of Commissioners voted to allocate funding within the 2018 budget to complete a comprehensive compensation study to compare the wages and benefits of the County's employees with that of neighboring jurisdictions ("the Study") and, upon completion of the Study, provide recommendations to achieve parity of pay and benefits with neighboring jurisdictions as much as reasonably possible; and

WHEREAS, a primary goal of the Study was to identify and establish a robust, equitable, legal and modern compensation system to enhance recruitment, engagement,

productivity and tenure for new and existing County employees consistent with the County's Six Pillars Strategic Operation Plan; and

WHEREAS, the County drafted and advertised a request for proposal for bidders to submit bids on the Study; and

WHEREAS, Management Advisory Group ("MAG") submitted a bid on the Study and was subsequently approved by the County to conduct the Study; and

WHEREAS, Phase One of the Study has been completed; and

WHEREAS, the County finds that the results of Phase One of the Study are consistent with the County's goals for conducting the Study; and

WHEREAS, the County further finds that is in the best interest of the citizens of Clayton County that the recommendations set forth by MAG relating to Phase One of the Study be implemented.

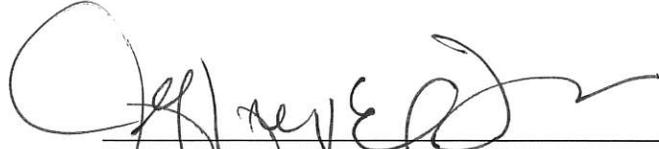
NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS  
OF CLAYTON COUNTY, GEORGIA, AND IT IS HEREBY RESOLVED

**Section 1.** The Board of Commissioners hereby adopts the recommendations set forth by Management Advisory Group for Phase One of the comprehensive compensation study attached to this Resolution as Exhibit A. The Board of Commissioners further authorizes the Chairman or his designee to perform any and all acts necessary to carry out the intent of this Resolution. The Board of Commissioners further authorizes the Chief Financial Officer to amend the budget where necessary all as may be required to carry out the intent of this Resolution and the Study.

**Section 2.** This Resolution shall become effective upon its approval by the Board of Commissioners.

SO RESOLVED, this 18<sup>th</sup> day of December, 2018.

CLAYTON COUNTY BOARD OF COMMISSIONERS

  
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JEFFREY E. TURNER, CHAIRMAN

  
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MICHAEL EDMONDSON, VICE CHAIRMAN

  
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SONNA GREGORY, COMMISSIONER

  
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GAIL B. HAMBRICK, COMMISSIONER

  
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FELICIA FRANKLIN WARNER, COMMISSIONER

ATTEST:

  
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SANDRA T. DAVIS, CLERK