

9/24/18 Item #39

A Proposal to Conduct an Employee Classification and Wage Study for Webb County, TX



Presented by:



Evergreen Solutions, LLC

September 24, 2018

Presentation Outline

- **Who We Are**
- **Texas HR Experience**
- **Other Local Government Experience**
- **Work Plan**
- **What Sets Us Apart**



Who We Are

- **National Public Sector Consulting Experience**
 - Work in 45 States
 - Extensive Experience Working with Local Governments
 - Over 450 Classification and Wage Related Studies
 - Full-Service Human Resources Consulting Practice

- **Public Sector Expertise**
 - Local Governments
 - State Governments
 - Colleges and Universities
 - School Districts
 - Quasi-Governmental Organizations
 - Non-Profits



Texas HR Experience

- Denton County
- Travis County
- Fort Bend County
- City of Rowlett
- City of Pearland
- City of Farmers Branch
- City of Austin
- City of Athens
- City of Seguin
- City of Buda
- City of Conroe
- City of Fredericksburg
- City of Pflugerville
- City of Duncanville
- City of Sunset Valley
- City of Temple
- City of Sachse
- City of Amarillo
- City of Mont Belvieu
- Town of Little Elm
- Dallas Area Rapid Transit
- Texas City Management Association
- Brazos River Authority
- Bexar Metropolitan Water District
- Denton County Fresh Water Supply District
- Barton Springs/Edwards Aquifer Conservation District
- South Texas College
- Tarrant County College District
- Sul Ross State University
- Lone Star College System
- El Paso Community College District
- Midwestern State University
- Austin Community College
- Sam Houston State University
- Texas Legislative Budget Board



Local Government HR Experience

- City of Albany, OR
- San Miguel County, CO
- City of Manitou Springs, CO
- City of Page, AZ
- Town of Sahuarita, AZ
- City of Carlsbad, NM
- City of Santa Fe, NM
- Sedgwick County, KS
- City of Broken Arrow, OK
- City of Columbia, MO
- City of Lee's Summit, MO
- City of Branson, MO
- St. Charles County, MO
- Jefferson County, MO
- City of Pittsburgh, PA
- County of Montgomery, PA
- Blount County, TN
- Mahoning County, OH
- City of Bloomington, IN
- Guilford County, NC
- New Hanover County, NC
- Gaston County, NC
- Buncombe County, NC
- Union County, NC
- Duplin County, NC
- Lee County, NC
- Charleston County, SC
- Berkeley County, SC
- Dorchester County, SC
- City of Conway, SC
- City of Columbia, SC
- City of Mauldin, SC
- City of Chester, SC
- City of Lancaster, SC
- City of Goose Creek, SC
- Town of Mount Pleasant, SC
- Town of Hilton Head Island, SC
- Town of Moncks Corner, SC
- Town of Cheraw, SC
- City of Suffolk, VA
- City of Williamsburg, VA
- City of Fredericksburg, VA
- Gloucester County, VA
- County of Culpeper, VA
- County of York, VA
- Surry County, VA
- Loudoun County, VA
- Isle of Wight County, VA
- Louisa County, VA
- Essex County, VA
- Montgomery County, VA
- Spotsylvania County, VA
- James City County, VA
- Prince George County, VA
- Washington County, MD
- Allegany County, MD
- City of Hyattsville, MD
- City of Annapolis, MD
- City of Westminster, MD
- Kent County Levy Court, DE
- City of Foley, AL
- Forsyth County, GA
- Douglas County, GA
- Lumpkin County, GA
- Cherokee County, GA
- City of Savannah, GA
- City of Alpharetta, GA
- City of Chamblee, GA
- City of Garden City, GA
- City of Roswell, GA
- City of Statesboro, GA
- City of Brookhaven, GA
- City of Stockbridge, GA
- City of Tybee Island, GA
- City of Douglasville, GA
- City of Fayetteville, GA
- City of Dunwoody, GA
- City of Villa Rica, GA
- Pinellas County, FL
- Palm Beach County, FL
- Manatee County, FL
- Brevard County, FL
- Sarasota County, FL
- City of St. Petersburg, FL
- City of Hollywood, FL
- City of Orlando, FL
- City of Jacksonville, FL



Work Plan

- **Task 1: Project Initiation**
- **Task 2: Evaluate the Current System**
- **Task 3: Collect and Review Environment Data**
- **Task 4: Evaluate and Build the Classification Plan**
- **Task 5: Identify List of Market Survey Benchmarks**
- **Task 6: Identify Approved List of Targets**
- **Task 7: Conduct Market Survey and Provide External Assessment Summary**
- **Task 8: Develop Strategic Positioning Recommendations**
- **Task 9: Conduct Solution Analysis**
- **Task 10: Develop and Submit Draft and Final Reports**
- **Task 11: Develop Recommendations for Compensation Administration**
- **Task 12: Provide Revised Class Descriptions and FLSA Determinations**



What Sets Us Apart

- Unparalleled experience in conducting employee classification and wage studies for local governments.
- Nationally recognized knowledge of and experience with local government operations.
- An experienced collaborative and professional team.
- Real world methodology that is an industry standard.
- Tested tools for knowledge transfer.



Thank You!

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