

Classification and Compensation Study Addendum Number 2

6-15-2025

1. Approximately how many current job descriptions does the County have? **approximately 160**
2. How many unique job classifications are currently included in the County's classification system? **120**
3. Does Gordon County currently use a formal pay plan, grade structure, step plan, broadband system, or other compensation framework? **No**
4. Does the County prefer stakeholder interviews and employee engagement activities to be conducted onsite, virtually, or through a hybrid approach? **No preference**
5. Will elected officials and constitutional officers be included in the interview and data-gathering process? **Yes**
6. Does the County have preferred comparator counties, cities, or other public-sector organizations that should be considered for the labor market salary survey? **Similar type agencies within driving distance and other agencies that mirror our demographics/population.**
7. Is the County seeking salary benchmarking only, or should the study also include benefits benchmarking? **Salary is the primary focus, with benefits as a secondary but not required focus.**
8. Does the County have a desired project completion date or preferred implementation timeline? **Ideally, we would like to implement any salary adjustments by January 1, 2027**
9. Should the cost proposal be submitted as part of the main proposal package, or separately? **As part of the main proposal package.**
10. Is there a page limit or preferred format for proposal submissions? **No**
11. How many distinct job titles will be involved in this study? **Approximately 120**
12. When was the last time a compensation study was done at The County? **2008**
13. If an external consultant was used, what firm conducted that latest study? **N/A**
14. Our firm does not have experience with Georgia counties, but we do have extensive experience with counties in other states. How much weight will this qualification requirement of "Knowledge of Georgia local government operations" carry? **A significant amount**
15. The scope of work for this project is quite extensive. Does The County have a budget range you can share for this project? It would be helpful in determining the extent of the services we include in our proposal. **No**