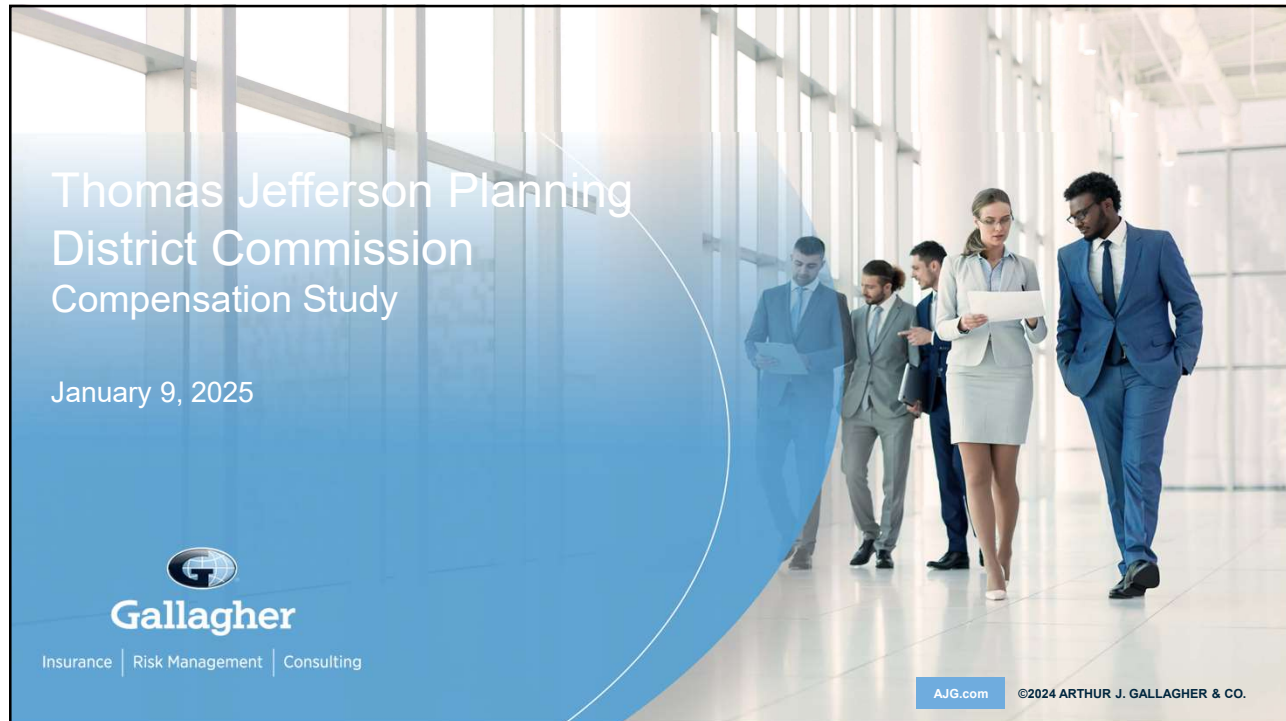




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Introductions



Gallagher
Insurance | Risk Management | Consulting

Thomas Jefferson Planning District Commission

Gallagher

Ronnie Charles
National Managing Director – Project Advisor

Erik Henry-Smetana
Managing Director – Project Advisor

Michael Burton
Principal Consultant – Project Director

Shari Fallon
Senior Consultant – Project Manager

Charmain Kohler
Consultant

Xiaowen Yang
Senior Analyst

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Project scope overview



PROJECT ADMINISTRATION

- Strategy & Philosophy
- Project Orientation
- Project Management

COMPENSATION STUDY

- Facilitate stakeholder discussions to develop a compensation philosophy that aligns with the mission of TJPDC.
- Market data collection to include custom and published survey data from both public and private sector labor market.
- Diagnostic review of current structures, practices and policies for simplification, increased transparency and/or alignment with leading practices and the TJPDCs employee value proposition.
- Draft Market Summary and Salary Structure Analysis with Implementation Cost Development

STUDY FINALIZATION

- Draft and Final Report
- Present findings to HR/Leadership Team
- Train staff for ongoing administration of the system and tools

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Project goals



Understanding the current compensation philosophy.

Determine level of competitiveness with the external market.

Ensure fair and equitable pay based on the implementation of a race and gender-neutral system.

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Understanding of the project



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What this Study IS versus What this Study IS NOT

What this Study IS

Jobs and levels are accurately and consistently defined

Systems that are easy to understand and administer

Policies and procedures to keep the classification and compensation systems up to date and equitable

Compensation is competitive and equitable

NOT a strategy to reduce or increase pay

NOT a staffing needs study

NOT an organizational structure study

NOT a strategy designed to cut costs

NOT a strategy to eliminate positions

What this Study is NOT

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Leadership engagement



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Project Manager

to coordinate activities and monitor deliverables.



Regular Status Meetings

between the Commission and Gallagher to discuss the schedule, status, and issues regarding the project.

Focus Area Communications

to keep leaders informed regarding project status and their role in the process.



Stakeholder Meetings

to inform the leadership about the project status and seek direction and input on activities.

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Deliverables

- ✓ **Employee & Stakeholder Communications:** Facilitated project overview discussions
- ✓ **Compensation Philosophy:** Refreshed or clarified organizational approach to market, pay, and associated factors
- ✓ **Benchmark Summary:** Data set of market information by role level and person level, to include implementation costing
- ✓ **Salary Structure:** Updated salary structure based on data and organizational feedback
- ✓ **Presentation & Report:** Develop stakeholder presentation and final written report

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Project timeline



Estimated Timeline – 5 Months

Phase 1:
Project Initiation and Strategy Development
1 Month

Phase 2:
Compensation Study
3 Months

Phase 3:
Project Finalization
1 Month

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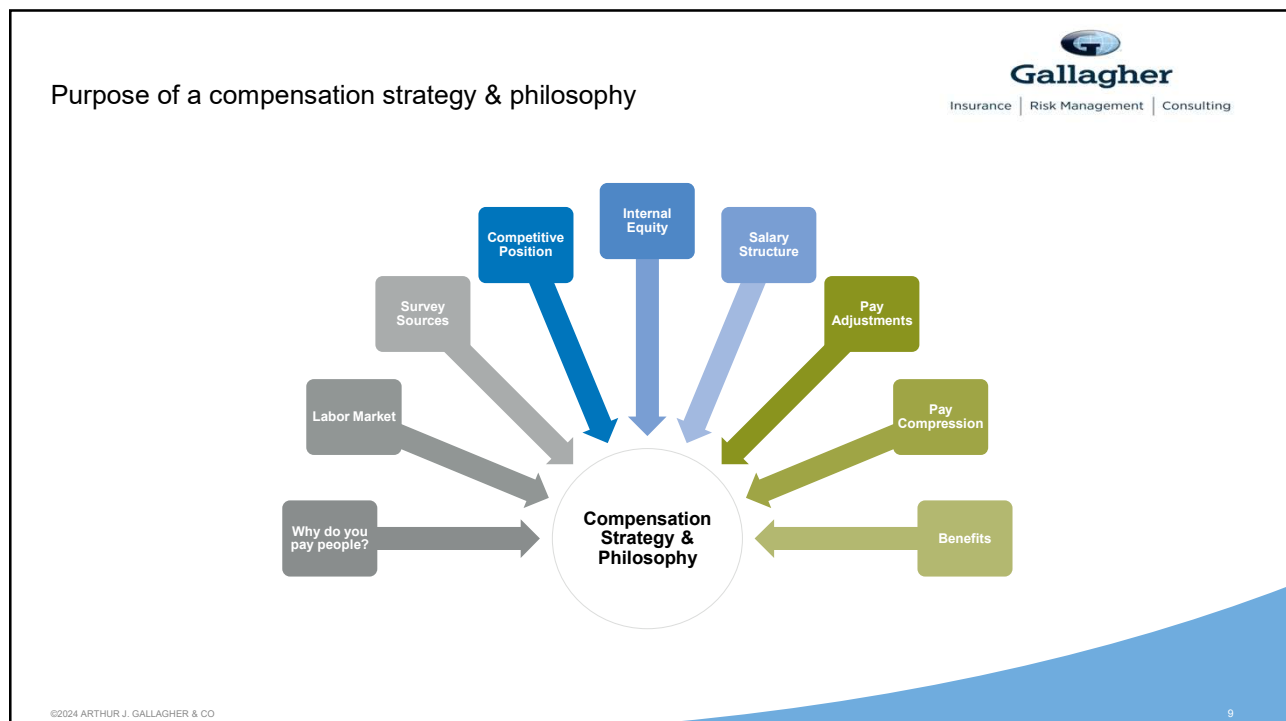
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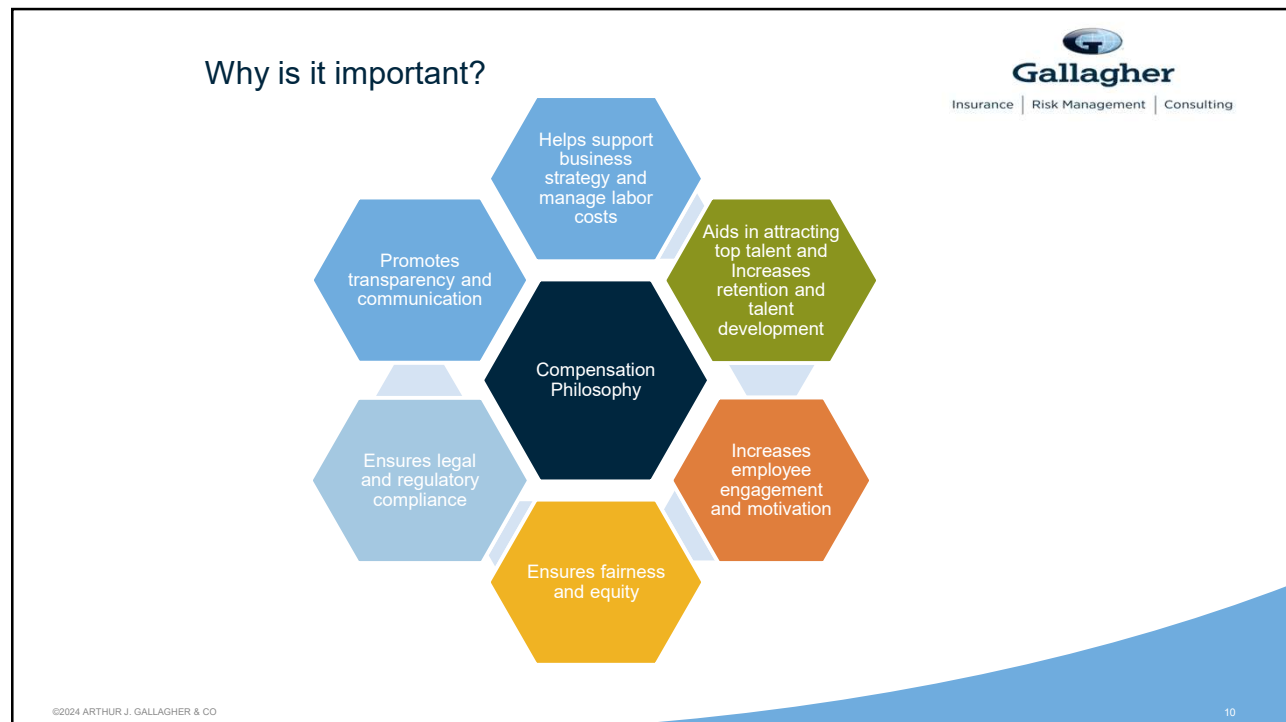
Compensation Philosophy Discussion

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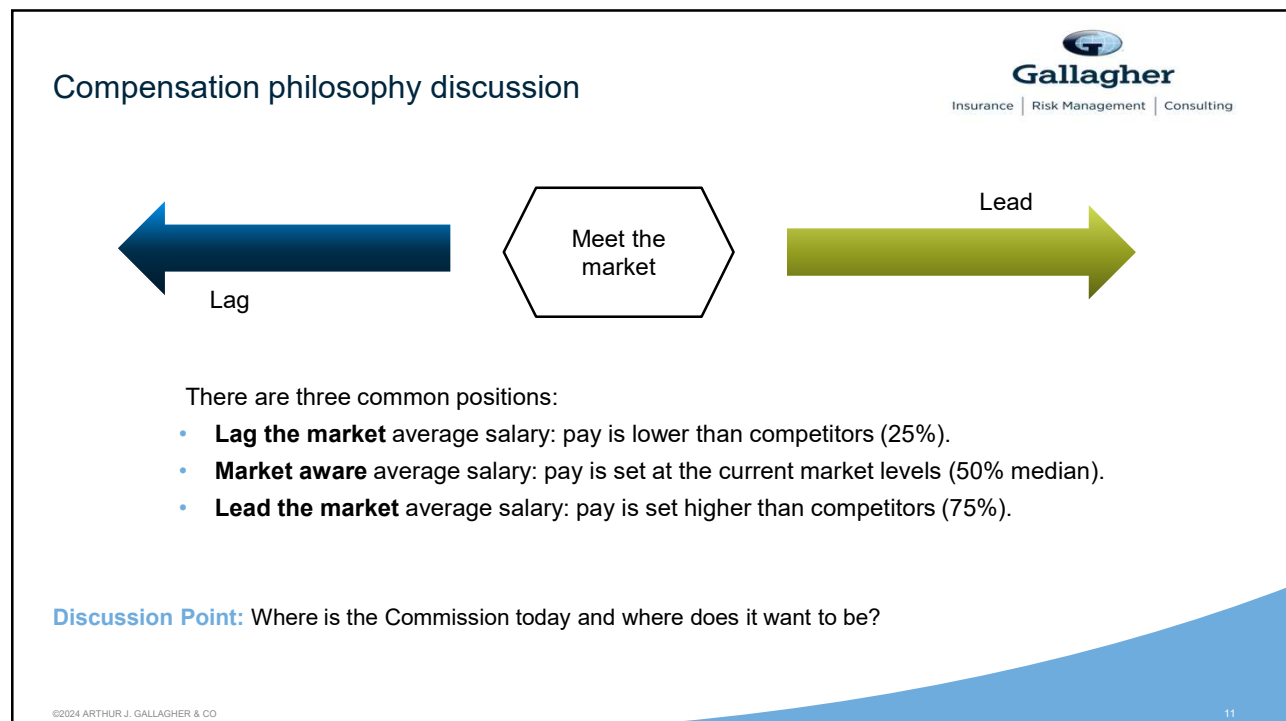
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Thank you!



Gallagher

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