

## Compensation consulting services



### Specialized knowledge

Total compensation levels for public service employees should be determined under well-understood and objective standards:

- Sufficient enough to attract and retain competent personnel
- Comparable with salaries received by their counterparts in private industry
- Sufficiently flexible to reward initiative and industry

To pay more than this is unfair to the taxpayer; to pay less is to degrade the public services.

### Organizational management and human capital services

#### Planning and strategy

- Community surveys
- Facilitation
- Organizational improvement studies
- Resource sharing through intergovernmental cooperation
- Strategic workforce planning

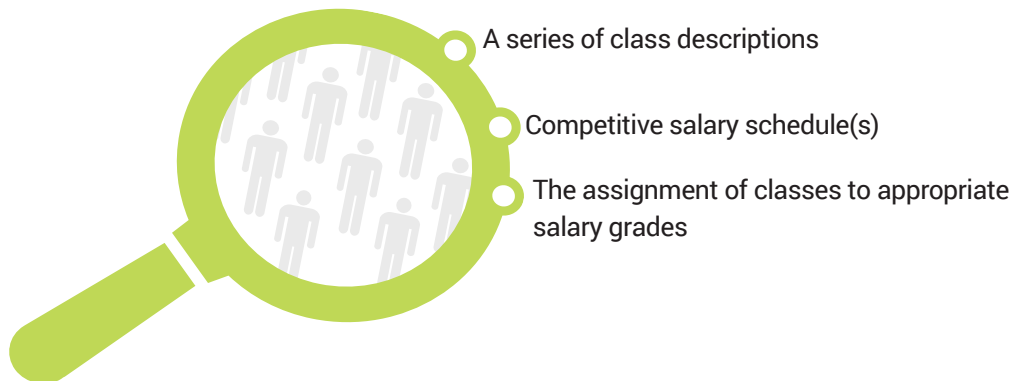
#### Managing and performance

- Compensation and benefit systems
- Performance evaluation studies
- Personnel policies
- Career ladders
- Position classification and evaluation studies

High-performing employees are every organization's goal. The best way to get and keep talent is to reward it. An organized, systematic approach to defining positions, duties and responsibilities, and setting appropriate pay rates for employees, is of critical importance:

- Baker Tilly's systems of classification involves every employee and supervisor in the process of determining duties, responsibilities and qualifications.
- The process of determining the worth of a job or position, in comparison with other jobs in the organization, is achieved through Baker Tilly's copyrighted Systems Analysis and Factor Evaluation (SAFE®) system.
- The development of an appropriate and competitive compensation system is the final step to ensure the agency can attract and retain qualified and competent employees. This is achieved through a detailed salary and fringe benefit survey submitted to comparable agencies in the region.

**A classification and compensation system is composed of three major components:**



Baker Tilly will deliver a system tailored to the specific needs of the governmental agency involved that will satisfy state and federal guideline requirements.

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