

- 5.2 Establish pay steps or ranges in each grade and present the complete recommended pay plan to appropriate officials for review. At this point the plan will reflect the data from Phases III and IV as well as cost-of-living data and the jurisdiction's financial condition and compensation policy.

### **Phase VI – Implementing and Administering the Program**

Condrey and Associates will:

- 6.1 Recommend a series of career ladders and lattices as appropriate.
- 6.2 Determine the proper FLSA designation of each position.
- 6.3 Present alternative plans to ameliorate salary compression.
- 6.4 Be available to provide a reasonable level of ongoing technical assistance necessary to maintain the program.

### **Cost and Duration**

The cost to Condrey and Associates to provide the services specified in this proposal will be a **fixed fee** of \$59,500. Considering the scope of the project, we anticipate a four (4) month work plan beginning February 24, 2021, with final reports submitted on or before June 15, 2021. Follow-up technical assistance will be provided through June 15, 2022 at no additional cost to the County (with the exception of travel-related costs). Formal involvement would terminate June 15, 2021.