



Snohomish County Council

Committee: Committee of the Whole
ECAF: 2022-0470
Proposal: Mot. 22-234

Analyst: Jim Martin
Date: May 26, 2022

Consideration:

Authorizing the County Executive to sign Amendment No. 1 to the agreement for compensation and classification services between Snohomish County and The Segal Group.

Background

On March 28, 2022, Snohomish County Council approved the agreement for a Compensation and Classification Services with The Segal Group, with a not to exceed amount of \$245,000. This agreement provided to a study of 500 of the 1,100 County job descriptions. It has been determined that it would be more beneficial for the study to be expanded to encompass all 1,100 County positions.

Current Proposal

This motion amends the existing agreement. The scope of services is amended to include all 1100 County job descriptions that cover approximately 2,800 employees. This includes the exemption review under FLSA and development of job descriptions for all positions included in the analysis. The number of days of employee interviews is increased from two days or sixteen hours to four days; the number of benchmark job titles is increased from 100 to 125; and the not to exceed amount is increased to \$420,000.

Duration: Through December 31, 2022

Fiscal Implications: Not to exceed \$420,000.00

2022 Budget: Yes

Future Budget Impacts: N/A.

Handling: Urgent

Approved-as-to-form: Yes.

Risk Management: Yes.

Executive Recommendation: APPROVE.

Attachments: See ECAF packet.

Amendments: NONE.

Request: Move to Council for consideration.