## **Total Rewards Study and Project Timeline**

Mar/2018 Apr/2018 May/2018 Jan/2019 Feb/2019 May/2019 Current Phase Jun/2019 Oct/2019

Project kickoff with project team and key stakeholders Finalizing project charter and project plan

Data gathering and analysis

Job slotting

Finalize
Recommendations
and Present to
Leaders

Communication & Implementation

Select project team and key stakeholders.

Review roles, responsibilities and project scope

Document project problem statement and goal

Finalized project scope, resources needed, data gathering tools.

Identify resources for WBS

Met with charters and city leaders to understand organization, structure, challenges, perspective

Designed custom internal and external survey tools for data collection

Job evaluation methodology used to slot benchmark and non-benchmark jobs.

Analyzing the data and reviewing internal equity and market against peer organizations

Feb-Apr 2019 Consultants finalized recommendations and review with Core team and Charters

Apr 26 Present benefit recommendations to Charters

May 1 Present final recommendations to Charters

May 8 KF 1:1 updates with Commission members

May 9 TRS Update to Leaders & Unions

May 10 TRS Update to Charters with Commission input

May 13 General TRS update CityLine and GRU Daily

May 23 KF presentation to Commission & UAB (GPC meeting)

Jun - Finalize Commission approved recommendations

Jun - Communicate & publish recommendations, talking points and FAOs

Jun - Develop pay structures

Jun - Identify all resources/stakeholders and test pay structures

Jul - Update impacted policies, procedures, guidelines

Jul -Schedule impact meetings with department heads (provide results)

Jul – Impact bargaining

Aug - Develop & distribute employee total rewards statements to departments

Oct 1 - Implement Commission approved changes