



# Pay Equity

Adams County  
People and Culture



# Cultural Excellence = Business Outcomes



Cultural Excellence drives everything we do



Which drives results for our Employees and Residents

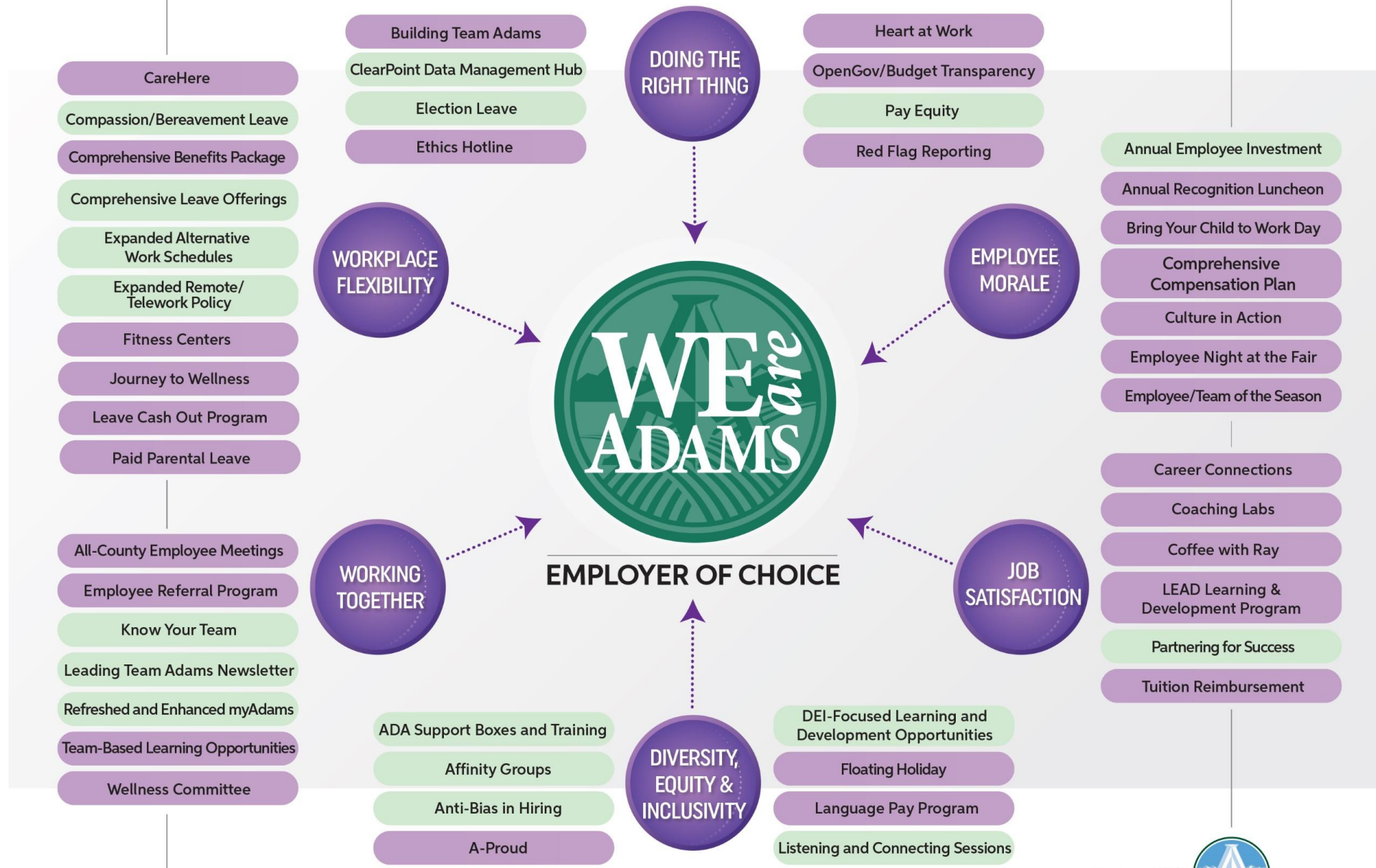


Results are measured by Pulse surveys



# CULTURAL COMPETENCIES

The quarterly Cultural Competencies survey enables our team members to give feedback on how we are doing in living our Cultural Competencies. These quick pulse surveys provide timely information to department leaders to make adjustments where possible in service of making Adams County an employer of choice.



- Benefits and programs in 2019 or earlier.  
 - New benefits and programs added in 2020 and 2021.

January 2021



# Adams County's Pay Equity Journey

- Commissioner driven
- Refinements made each year
- This will be our 3<sup>rd</sup> year



# Pay Equity

## Initial Decision Parameters:

- Keep analysis “in-house”
- Only adjust pay for People of Color and Women
- Perform additional compensation reviews for all EEs identified for adjustment
- No budget limit
- No Pay increase limit
- Be transparent
- Integrate into the normal compensation cycle



# Pay Equity

## Method:

- Data warehousing setup
- Data integrity checks and data cleaning
- Performed Regression analysis using R and Tableau for visual analysis
- Employee pay by pay grade/job family – Equal Job
- All Regular PT and FT EEs included
- Perform Independent methodology review
- Manual check by Compensation Team



# Pay Equity

## Independent Variables:

- Gender
- Race
- Same Gender
- Same Race
- Pay Grade
- Absence
- Tenure
- Age
- Education
- Credits in Internal training
- Previous Adams County Employment

## Dependent Variables:

- Salary



# Pay Equity

2019 & 2020 Results:

Variable	2019	2020
Female pay as a % of White Males	79%	87%
Number of Pay Adjustments	77	8
Number of Job Families w/adjustments necessary	3	1
Pay Adjustment Range	\$62 - \$10,500	\$86 - \$9,000





# Pay Equity

## **Changes made to help maintain Pay Equity:**

- Take PII out of applications
- APROUD hiring committee representation
- Affinity Groups
- DEI mandatory trainings
- Standardize and centralize compensation decisions
- Reduce discretionary pay decisions
- Decouple performance from pay
- Implement Pay Factors system



# Where we are now

## Changes for 2021 process:

- Remove Race, Gender, Same Gender, Same Race as variables
- Remove absence as variable
- Include the Sherriff's department employees



# Pay Equity lessons learned



Buy In

Get Executive Leadership  
buy in



Consult

Consult outside assistance



Compensation

Perform additional review  
with a compensation lens



Communicate

Inform employees and make  
the process transparent



Process

Implement as part of the  
annual compensation cycle



