

Dear Carroll County Colleagues,

As you hopefully know, the county continues to discuss the results of the first part of the Segal Study, the organization and workforce assessment. The board is evaluating and considering the findings and recommendations presented to the commissioners on March 3, 2022. I hope you took the opportunity to review the presentation.

The commissioners remain committed to the project and are working with a process toward implementing changes in the future. Segal was a priority topic during this year's budget discussions, and we recently released the FY2023 budget which includes approximately \$7 million to use for organization, compensation and classification changes.

It is important to note that the project has several pieces, some still ongoing, and we will consider the entire report of findings before making the best choices to strengthen our organization.

I believe this is a good time to give you an update on the timeline for the project. Phase 2, a compensation and classification study, is currently underway. The final report is expected at the **end of June 2022**. This report will deliver recommendations to improve the county's competitive position in the market.

Next, we will evaluate the entire report and discuss recommendations and possible choices for implementation. There is no specific timeline for these discussions as there is considerable information in the reports and it will take time to dissect and determine the best course of action. With the funds held aside in the budget, we will have many opportunities to address some of the challenges identified in the study. The budget will not cover all our challenges and some changes will not involve compensation. After careful consideration, we will make decisions to deliver positive change across the organization.

Lastly, once decisions are made, it will take some time to implement the changes into the system. It is too soon to say when any or all of the modifications will occur as the rollout will take time. Realistically, we may be looking at fall at the earliest, with not all implementation occurring at one time.

We know this is needed sooner than later, I believe it is important to take the time to fully evaluate our options so we make the best decisions moving forward. We hope you accepted our decision to accelerate employee raises from July to March as a sign of our dedication to making Carroll County Government a better place to work.

Thank you for your patience as we work through the details. Believe that we are committed to making positive changes and that the Segal Study remains on our list of priority considerations.

Please post this information for those without access to email.

Very respectfully,

Ed Rothstein (COL, Ret.)
President
Board of Carroll County Commissioners