

The Segal Company's Public Sector Compensation and Bargaining Practice (PSCBP) provides an array of customized consulting services dedicated to our public sector and collectively bargained clients. They include:

Employee Opinion Surveys

Using customized surveys, we evaluate total compensation preferences and priorities as well as identify key workforce demographics and highlight the importance of total compensation elements. Results from these surveys are used to design tailor-made reward systems.

Customized Total Compensation Surveys

Total compensation surveys target comparable employers, identifying representative benchmark positions and capturing information on pay ranges, maximum hiring pay rates, pay progression policies, performance-based reward systems, paid time off, health and welfare-related coverage and retirement benefits.

Reward System Design and Implementation

Effective total reward systems should be designed to support compensation philosophies. We frequently work with clients to transform longevity-based pay programs to performance-based systems. Additionally, we facilitate and communicate reward system changes in a joint labor-management environment.

Cost Modeling

Most reward system redesigns result in a fiscal impact to the employer. Our modeling approach not only identifies the immediate effect of implementation but also provides a multi-year perspective to identify steady-state costs.

Classification Studies, Job Descriptions and Job Evaluation Analyses

Classification studies include development and analysis of job questionnaires and desk audits as the basis for updating the job structure, as well as job descriptions that are current and fully compliant with FLSA, ADA and other rules and legislation.

Collective Bargaining Consulting Services

Segal is widely recognized by both management and labor as an objective and credible source of expertise in all facets of collective bargaining at the negotiating table or through technical support. We develop proposals and bargaining options for all economic issues, including detailed cost models and assist in mediation and arbitration.

Fund Office Compensation Studies

The PSCBP maintains a database of compensation and benefits information from about 125 multiemployer fund offices across the U.S., providing a customized analysis of fund office compensation and benefits market competitiveness to help develop sensible salary structures.

Human Resources-Related Training

Changes require training; large-scale changes demand effective and well planned training. Our job is not complete until all those who manage new programs can do so effectively.

The PSCBP has the expertise to thoroughly analyze the data we collect and deliver to our clients recommendations that meet their current needs and support their plans and initiatives.

To learn more about Segal's Public Sector Compensation and Bargaining Practice, visit our Web site at www.segalco.com or call Elliot R. Susseles, Public Sector Compensation and Bargaining National Practice Leader at 202.833.6436.

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