

**F.E.N. SURVEY
CONSULTANTS - COMPARABLE WORTH STUDY**

1. Name of your school district is:	2. Has your district used a consultant, independent contractor and/or "outside" firm to conduct a comparable worth study of your non-instructional positions?	3. If you answered YES to # 2 above and were satisfied with the results of the work conducted, what is the name of the person and/or organization that you contracted for this work?	4. If you answered YES to # 2 above, briefly describe the scope of work that was requested and performed for your school district.	5. Did your contracted study include an analysis of certifications and/or educational requirements for non-instructional positions in your district?	6. If you answered YES to # 2 above when was your district comparable worth study completed?
Indian River	YES	We were satisfied. Company was Incentovate, Dale Moyer: dale@incentovatesolutions.com 312.451.2809	Reviewed Professional Technical, Administrative, and Confidential Managerial salaries and conducted a regional salary comparability study. Assisted District with designing a new salary structure for each group, and assisted with presentation to the school board.	YES	Professional Technical was 2014-15 and Confidential Managerial and Administration was conducted during 2015-16.
Bradford	NO	N/A	N/A	N/A	N/A
Brevard	NO	N/A	N/A	N/A	N/A
Flagler	NO	N/A	N/A	N/A	N/A
Gadsden	NO	N/A	N/A	N/A	N/A
Hendry	NO	N/A	N/A	N/A	N/A
Jackson	NO	N/A	N/A	N/A	N/A
Liberty	NO	N/A	N/A	N/A	N/A
Miami-Dade	NO	N/A	N/A	N/A	N/A
Okaloosa	NO	N/A	N/A	N/A	N/A
Osceola	NO	N/A	N/A	N/A	N/A
Palm Beach	NO	N/A	N/A	N/A	N/A
Palm Beach	NO	N/A	N/A	N/A	N/A
Pasco	NO	N/A	N/A	N/A	N/A
Seminole	NO	N/A	N/A	N/A	N/A
Sumter	NO	N/A	N/A	N/A	N/A
Wakulla	NO	N/A	N/A	N/A	N/A
Walton	NO	N/A	N/A	N/A	N/A

Follow-up survey questions for Indian River:

1. What kind of prep, if any, did you have to do prior to the comparability study?
The consultant requested current job descriptions, and a census of incumbents, positions, salaries, etc.
2. What was the approximate timeline for completion of the studies? (A couple of months? All year?)
It took about a year for the first group (ProTech) and a year for the second set (District Admin & Confidential/Managerial) .
3. What issues/difficulties did your district face in making changes to the salary schedules after the study?
 - 1) It cost slightly more to implement than we had originally budgeted.
 - 2) Some employees, after the analysis, did not agree with their placement. We were able to work through that by meeting with them.
 - 3) We also changed the system by which we recognized experience in this process and that required an extensive communication campaign with employees.
4. Do you have any hindsight or advice for us that comes to mind?
Having an outside consultant do the work was great. They had access to a broader database of market positions and are experts at this kind of technical analysis. I wouldn't suggest doing this unless you feel your fiscal standing is solid. Florida districts fell behind the market during the last recession and most have not caught back up.