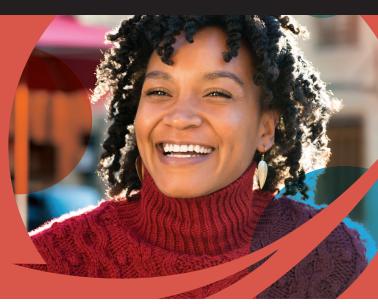




Helping you bridge the gap between people, work, and pay.



SERVING PUBLIC SECTOR ORGANIZATIONS FOR 35+ YEARS

From Insights to Tools, we go further.

JER HR Group has been conducting Classification and Compensation Studies for educational institutions and state, county and municipalities for over 35 years.

COMPENSATION CONSULTING SERVICES

Government Classification Studies

Position Analysis Job Descriptions **Grading Criteria**

Compensation Plans

Compensation Strategy | Planning Market Analysis Communication Strategy Compliance Reviews

Pay Equity Analysis

Gender, Age, Race+ **Evaluation Methodology** Custom Criteria



CompBldr®

The tools you need for public sector pay structures.

CompBldr® is comprised of three modules-JobBldr, **GradeBldr**, and **MktBldr**—that help you easily create job descriptions, comparative analysis, market benchmarking, and compensation structures.

JobBldr

Job description builder to help you easily create, manage and store job descriptions.

GradeBldr

Job evaluation system to create pay grades, job value, and equity.

MktBldr

Competitive insight and surveys for market pay and benchmarking.

Potential starts here.



Compensation Experts throughout North America

Consultants

Years Avg. Experience per Consultant

Public Sector Projects Annually

Client Retention

Local Government Clients (Sampling)

City of San Marcos, TX City of Pikesville, KY Benson County, AK Mississippi County, AR Garland County, AR City of Fort Smith, AR Kenton County, KY Charles City County, VA City of Rowlett, TX City of Edmond, OK City of Republic, MO Franklin County, IA City of Brookland, AR Craighead County, AR Sanpete County, UT Town of Harrisburg, NC

Other Public Sector Clients (Sampling)

Lancaster County Water & Sewer District **Rogers Water Utilities** Montrose Recreation District **Empire State Development Corporation** Northwest Arkansas Airport Paducah Power System Boston Mountain Solid Waste District

Charleston County Parks & Recreation Commission **Clinton National Airport Dart Transit** Orange Water and Sewer Authority Pine Bluff Wastewater Utility Rappahannock Area Community Service **Springdale Water Utilities**

Educational Institution Clients (Sampling)

Recent School District Projects

Bentonville Public Schools Conway Public Schools Fayetteville Public Schools Fort Smith Public Schools Springdale Public Schools Pulaski County Special School District

Nonprofit Institutions

Success Academy Williamsburg Charter School

Other Institutions

Massachusetts Institute of Technology -Custom Wage Survey State of NJ Schools Development Authority -2022 Market Update

Colleges, Universities

University of Arkansas Northwest Arkansas Community College York Technical College Tulsa Community College

Client references & expanded listing available upon request.

Lead Compensation Team

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Potential starts here.