

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

65
Government
Projects
Last Year



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

40+

Consultants

20+

Years Avg. Experience
per Consultant

200+

Public Sector Projects
Annually

80%+

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
Board

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

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

Nonprofit Institutions

Success Academy

Williamsburg Charter School

Client references & expanded listing available upon request.

Lead Compensation Team

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Potential starts here.

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JER HR Group is a certified minority owned business.

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