

SERVICES OFFERED

classification and pay plans
executive searches
content-valid job descriptions
salary surveys
point-factor job evaluation systems
comparable worth analyses
job design
staffing and benchmarking analyses
merit pay systems
employee attitude surveys
assessment centers
job analyses
personnel policies and procedures
management studies



Jim Hansford, fire and emergency services expert, discusses pay issues.

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SELECTED CLIENTS

Alabama

Anniston Water Works and Sewer Board
City of Anniston
City of Auburn
Curry Water Authority
City of Hartselle
City of Jasper
Jasper Water Works and Sewer Board
City of Rainbow City
Selma Waterworks and Sewer Board

Arkansas

City of Jonesboro
City of North Little Rock

Connecticut

Town of Waterford

Georgia

United Methodist Church,
North Georgia Conference

Kentucky

Bowling Green Municipal Utilities
DESA International, Inc., Bowling Green
City of Morganfield

Illinois

City of Moline

Iowa

Muscatine Power and Water

Missouri

City of Cape Girardeau
City of Gladstone
City of Jefferson City

New Hampshire

City of Concord
Town of Hanover

North Carolina

Braswell Memorial Library, Rocky Mount
Town of Chapel Hill
City of Hickory

North Carolina cont.

City of Lincolnton
North Carolina League of Municipalities
Orange County Government
City of Rocky Mount
Rutherford County Government
City of Wilson

New York

Madison County Government
Onondaga County Government
Orange County Government

Oklahoma

City of Broken Arrow

South Carolina

City of Goose Creek

South Dakota

City of Aberdeen
City of Pierre
City of Rapid City
City of Spearfish

Tennessee

City of Hendersonville

Texas

City of Big Spring
City of Beaumont
City of Galveston
Galveston County Government
Galveston County Health District
Oller Engineering, Inc., Lubbock

Vermont

Town of Hartford

Virginia

Town of Vinton



Wyoming

City of Rock Springs
City of Sheridan



CONDREY AND ASSOCIATES, INC.

Human Resources Consulting

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CONDREY &
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State-of-the-art

HUMAN RESOURCES

techniques for state and local governments



The Compensation Experts



CONDREY AND ASSOCIATES is a human resources consulting firm dedicated to bringing state-of-the-art human resource management techniques to state and local governments. We utilize a hands-on approach and encourage participation by agency personnel. We invite and encourage you to compare the quality of our services with those offered by other firms. Please contact us today for a free initial consultation.

WHY CHOOSE CONDREY AND ASSOCIATES?

All of our consultants have extensive experience working with and for state and local government. We utilize subject matter experts in public safety, public works, public utilities, parks and recreation, public management and information technology. This leads to a thoroughly documented plan that is accepted by employees and management alike.



Gene Mays, our law enforcement expert, interviews a police officer.

There are many REASONS TO SELECT Condrey and Associates

- High quality, state-of-the-art product
- Experienced staff, specializing in state and local government operations
- Only experienced classification analysts conduct classification interviews to ensure an internally equitable classification plan
- We work closely with jurisdiction officials and employees in developing the new personnel system—no surprises
- We employ only one writer and one editor per project, ensuring clearly written and uniform job descriptions within and across departments
- We are committed to seeing the new classification plan implemented and will provide technical assistance after the project is completed
- No hidden costs—there are no additional charges for revising job descriptions or conducting classification appeals; also, all Condrey and Associates' deliverables, such as job evaluation manuals and performance appraisal systems become the property of the jurisdiction



Public works expert, Ed Hand, meets with client.

*High-Quality Services for
State and Local Governments*

CONDREY AND ASSOCIATES principal consultants



DR. STEVE CONDREY, IPMA-CP

Steve Condrey, President of Condrey and Associates, has consulted nationally and internationally with over 500 organizations concerning personnel-related issues. He currently serves as Editor of the *Review of Public Personnel Administration* and is the editor of the *Handbook of Human Resource Management in Government*, Jossey-Bass, (2005). He was named Hill Fellow by the University of Georgia in 2004. Steve also serves on the National Council of the American Society for Public Administration (ASPA).



MS. JAN HANSFORD, IPMA-CP

Jan Hansford, Vice President of Condrey and Associates, has over a quarter century of human resources experience, both as a practitioner and as a consultant. Jan specializes in public safety and administrative classification issues, *Fair Labor Standards Act* compliance, and payroll restructuring and administration. Jan has managed over 400 personnel-related projects and holds the IPMA-CP designation from the International Public Management Association for Human Resources (IPMA-HR).