

JESAP[®]

paying people fairly

- *Find and keep the best people*
- *Improve the value for compensation expense*
- *Ensure compliance with regulations*

City of Jonesboro, Arkansas

 **DB SQUARED[®]**
software raised to a higher power

Challenges faced by *Arkansas cities*

- Personnel costs for cities are increasing dramatically each year
- Public and private companies are attracting the best talent away
- Problems with pay structures for city employees, including:
 - “Pay creep” that wastes valuable compensation dollars
 - Favoritism in pay practices leads to employee morale problems
 - Complex pay rate decisions and budgetary planning
 - Inability to determine comparable worth among the city’s diverse positions
- Regulatory compliance problems due to missing, incomplete or inaccurate job descriptions

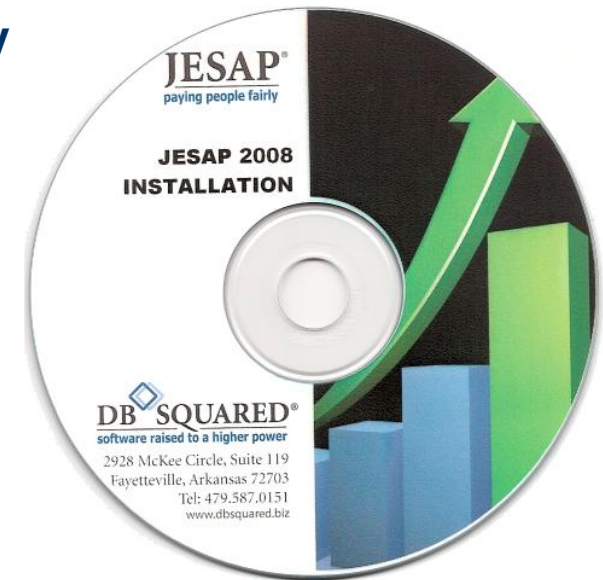
How can your city address these challenges?

Through JESAP!

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Job **E**valuation and **S**alary **A**dministration **P**rogram

- JESAP is a proven, **user-friendly** software solution that establishes a **logical, fair and competitive pay** plan for your city
- JESAP provides an **objective rating process** for each position as it relates to the other positions across the city
- JESAP **streamlines management decisions** related to complex decision making, budgetary planning and regulatory compliance



JESAP brings it all together and eliminates the guesswork!

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Built on decades of compensation management expertise



1973

Launch of Management/ Compensation Consulting Practice



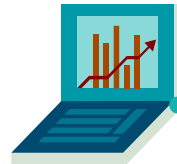
1985

Introduction of JESAP Methodology



1993

JESAP Methodology implemented using Lotus and Excel spreadsheet software



2001

Transformation of JESAP into a powerful software database platform



2005

JESAP system made available for licensing to clients through DB Squared



2008

Broadly enhanced 2008 release including Web and e-mail functionality



2010

JESAP one of multiple HR & Compensation products and services offered by DB Squared



Our passion for creating Intelligent HR & Compensation Management solutions will continue to drive innovation

The foundation of JESAP utilizes a copyrighted 15-Factor Job Rating System

KNOWLEDGE & SKILL REQUIREMENTS

1. Experience – General
2. Experience – Management
3. Education
4. Initiative and Ingenuity
5. Mental Demand
6. Analytical Ability/Problem Solving

RESPONSIBILITIES

7. Responsibilities for Work of Others (Supervision)
8. Responsibilities for Funds, Equipment, Property, etc.
9. Responsibilities for Accuracy
10. Accountabilities (End Results)

CONTACTS/HUMAN RELATIONS

11. Contacts with Public
12. Contacts with Employees

EFFORTS

13. Machine and Computer Operations
14. Working Conditions/Hazards
15. Physical Demands



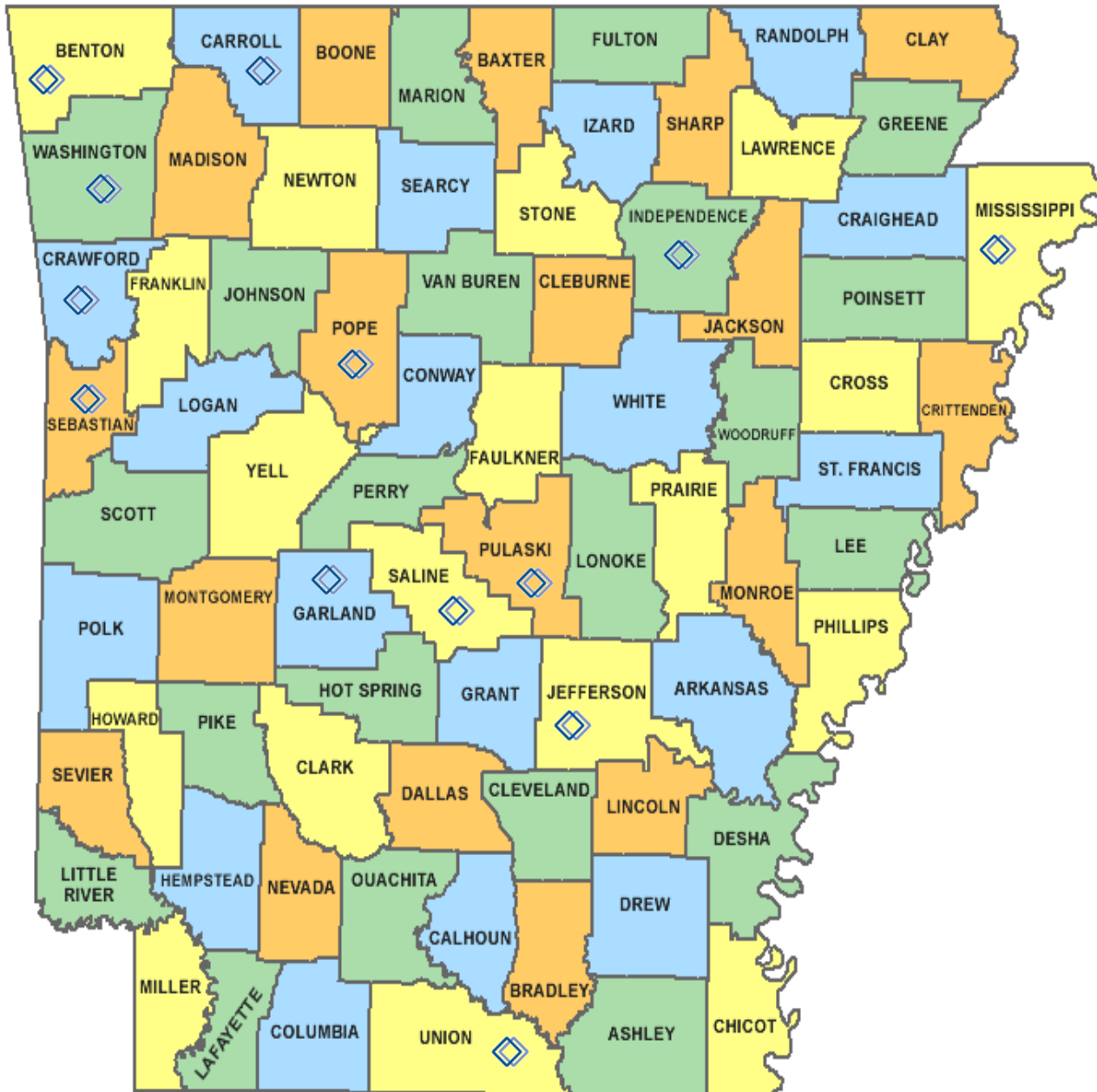
What's in it for you?

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JESAP will enable you to:

- ✓ Create a plan to identify and address pay issues
- ✓ Save time developing job descriptions and rating jobs
- ✓ Save time in addressing your compensation structure
- ✓ Have a system to maintain market pay competitiveness
- ✓ Foster a sense of pay fairness with your city employees
- ✓ Improve employee attraction and retention
- ✓ Provide a proven methodology that allows you to defend your compensation practices in the council room and the court room

Arkansas cities using the JESAP system



- Batesville
- Bella Vista
- Benton
- El Dorado
- Eureka Springs
- Fayetteville
- Fort Smith
- Greenwood
- Holiday Island
- Hot Springs
- Maumelle
- Osceola
- Pine Bluff
- Russellville
- Siloam Springs
- Springdale
- Van Buren

Johanson Group Public Clients

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Garland County - Hot Springs, AR
Washington County - Fayetteville, AR
Benton County - Bentonville, AR
Sebastian County - Fort Smith, AR
Mississippi County - Blytheville/Osceola, AR
Department of IS – State of Arkansas – Little Rock, AR
NorthWest Arkansas Community College, Bentonville, AR
Pulaski County Special School District, Central AR
Beaver Water District – Lowell, AR

**We have used JESAP in over 150
different comprehensive studies!**

Software and Support Fees

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Year 1

Licensing/Support Fee -	\$15,000	Licensing outside of AML endorsement would be \$48,000 for 1 st three years vs. \$40,000.
Market Salary Study -	\$ 3,000	
Consulting Support (40 hrs.) -	<u>\$ 6,000</u>	
Total	\$24,000	

Year 2

Licensing/Support Fee - \$12,500

Year 3

Licensing/Support Fee - \$12,500
Market Salary Study (Optional) \$ 3,000

Year 4 and beyond – Optional Annual

Licensing/Support Fee - \$ 6,120