

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 analyses

merit pay systems

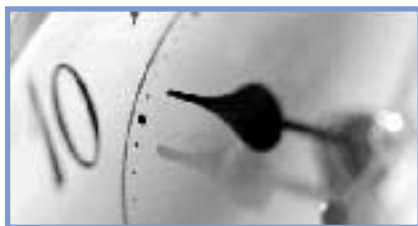
employee attitude surveys

assessment centers

job analyses

personnel policies and procedures

management studies



SELECTED CLIENTS

Alabama

City of Anniston
Anniston Water Works and Sewer Board

Arkansas

City of North Little Rock

Connecticut

City 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

Missouri

City of Jefferson City

New Hampshire

Town of Hanover

North Carolina

Town of Chapel Hill
City of Lincolnton
North Carolina League of Municipalities
Orange County Government
City of Rocky Mount
Braswell Memorial Library, Rocky Mount

New York

Madison County Government
Orange County Government
Onondaga County Government

Tennessee

City of Franklin

Texas

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

South Dakota

City of Aberdeen
City of Pierre
City of Rapid City

Vermont

Town of Hartford



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CONDREY & ASSOCIATES, INC.

A Human Resources Consulting Firm

State-of-the-art
**HUMAN RESOURCE
MANAGEMENT TECHNIQUES**
for state and local governments





Jim Hansford, Principal Consultant, specializes in fire and public works.

CONDREY AND ASSOCIATES, INC.

is a human resources consulting firm dedicated to bring state-of-the-art human resource management techniques to state and local government. 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 call or write us today for a free initial consultation.

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, making for 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



Jan Hansford, Vice President, and Gene Mays, Senior Consultant, specialize in public safety issues.



*High-quality
Services for
State and Local
Governments*

DR. STEVE CONDREY

Steve Condrey, President of Condrey and Associates, is Senior Associate and Program Director, Human Resource Management, with the University of Georgia's Carl Vinson Institute of Government and Adjunct Professor of Public Administration. He has over 20 years of professional experience in human resource management and has consulted nationally and internationally with over 400 organizations concerning personnel-related issues. He presently serves as Managing Editor of the *Review of Public Personnel Administration*. Dr. Condrey is the editor of the *Handbook of Human Resource Management in Government*, Jossey-Bass, 1998, and *Radical Reform of the Civil Service*, Lexington Books, 2001. He is the 1998 recipient of the University of Georgia's Walter Barnard Hill Award for Distinguished Achievement in Public Service and Outreach. Steve is Chair of the Section on Personnel and Labor Relations of the American Society for Public Administration (ASPA), and holds the IPMA-CP designation from the International Public Management Association for Human Resources (IPMA – HR).