



DISCUSSION

ITEM NO. 17.

DATE OF MEETING: April 15, 2013

REQUESTED BY: Denise Mulhollen, Human Resources Director

SHORT TITLE: Discussion and Information Regarding the Salary Study – Review and Recommendations for Compensation Levels for Pender County Employees

BACKGROUND: In late Summer/early Fall of 2008, Springsted, Incorporated, a public sector advisor, conducted a Classification and Compensation Study for Pender County. The completed Study represented a comprehensive review of the components that affect the County's compensation program. Springsted determined that salary ranges for many positions were lower than the average salary ranges paid in comparable regional organizations based on an evaluation of salary data from those organizations. Pender County adopted a new pay plan and funded an implementation option that effectively brought all employees to at least the new minimum salary of their respective pay grade with supplemental additional adjustments based upon longevity to move current employees toward market midpoint and avoid salary compression.

As of October, 2012, a request was made of the prior Human Resources Director to begin compiling an in-house salary survey which consisted of benchmarking surrounding counties. The newly hired Human Resources Director continued the study and formulated a compensation plan that follows a logical sequence of steps to try to bring employees more in-line with the average of the benchmarks. Fourteen counties have been analyzed and compared to the salaries of Pender County positions and if implemented, would cost the County approximately \$315,000 for the 13/14 fiscal year. The Human Resources Director will present to the Board, an overview of the Compensation plan as well as the methodology used to formulate it. The goals of implementing this compensation plan are to address internal equity and market competitiveness, to provide fair and equitable compensation to employees and to maintain a competitive pay structure with consideration of the County's fiscal resources.