



Alamance County Board of Commissioners
INFORMATION ITEM AGENDA ITEM

MEETING DATE: 1/16/2024

DATE SUBMITTED: January 9, 2024

FROM: Heidi York

DEPT: County Manager's Office

AGENDA TITLE: Employee Compensation: Market Study Presentation

TO: Alamance County Board of Commissioners

ISSUE/ACTION REQUESTED:

Alamance County contracted with BakerTilly to conduct a market pay study of employee compensation. One third of the organization's positions (76 pay classifications) were analyzed from Detention, Emergency Medical Services, and Department of Social Services. The findings of the Market Study are being presented by Sarah Towne, the consultant, and the Board is asked to consider taking action to implement the recommendations.

BACKGROUND/PURPOSE OF REQUEST:

The Board authorized the Market Study during the FY24 budget process and set aside funds for implementation of Phase 1. This phase focused on the positions with high vacancies and high turnover. Detention, EMS, and DSS positions represent the first third of the organization undergoing this market assessment.

Alamance County's pay for positions in these departments was benchmarked with twelve other counties as well as with data obtained from three labor bureaus for comparisons.

The data revealed, on average

EMS was 2.7% below market at the minimum of the pay range; 4% below market at the midpoint of the pay range

Detention was 3.6% above market at the minimum; 3.2% above market at the midpoint

DSS was 1.6% below market at the minimum; 4.6% below market at the midpoint

The entire pay plan was analyzed for competitiveness and found to be below market by .5% at the minimums and 2.6% below market at the midpoints.

The Implementation Scenarios for consideration are:

1. Employees move to the minimum of their new assigned pay grade if their current salary is below. All other employees retain their existing salary. This gets all employees onto the recommended pay plan. Cost: \$223,470.55 .

2. Employees receive the greater of moving to the minimum of their new assigned pay grade or a 1.5% salary adjustment. Cost: \$857,072.59
3. Employees move to the minimum of their new assigned pay grade plus .5% for each year in the position, capped at 6 years. For example: if an employee has been in their position with Alamance County for 3 years, the employee's new salary would be calculated by adding 1.5% to the minimum of their newly assigned pay grade. Any employees whose current salary is greater than that calculation would retain their existing salary. Cost: \$860,096.60

RECOMMENDATION:

Receive the presentation from BakerTilly and provide direction to staff on implementing the results of the Study.

ATTACHMENTS: