



Alamance County Board of Commissioners

INFORMATION ITEM AGENDA ITEM

MEETING DATE: 11/4/2024

DATE SUBMITTED: October 23, 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 is in its second of three phased market pay study of employee compensation and has contracted with Baker Tilly consulting. The second third of the organization's positions includes: Central Communications (911); Dental; Emergency Management; Fire Marshal; Family Justice Center; Health; Inspections; Planning; Landfill; Sara; Sheriff; School Resource Officers; and WIC. 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 with an effective date of January 1, 2025.

BACKGROUND/PURPOSE OF REQUEST:

The Board initially authorized the Market Study during the FY24 budget process and then again set aside funds for implementation of Phase II in FY25.

Alamance County's pay for positions in these departments was benchmarked with twelve other counties and three municipalities as well as with data obtained from labor bureau sources for comparisons. The goal of our pay philosophy has been to match the market average pay at the midpoint for each position.

Baker Tilly will present the results of the study along with some options for implementation.

RECOMMENDATION:

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

ATTACHMENTS: