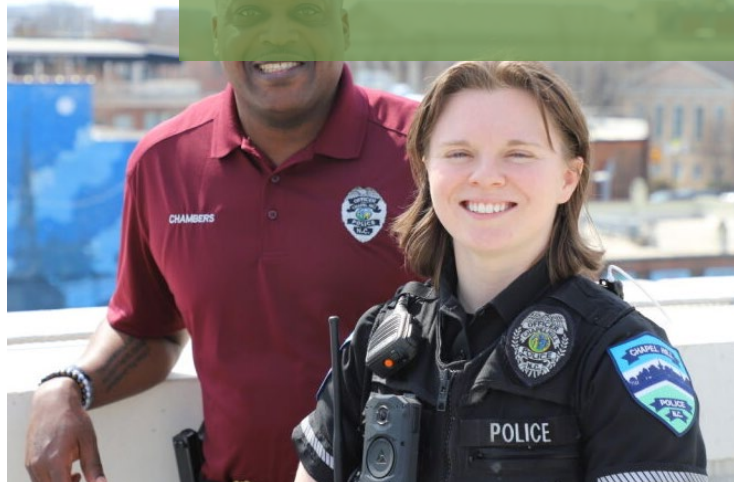




2025 Pay & Class Study

Update to Town Council

May 14, 2025





Agenda

- Project update
- Consultant presentation
- Council Q & A
- Council discussion



Why a study? Why now?

- Best practice is to conduct a study every few years.
- Local gov't job market in the Triangle is highly competitive.
- Recruitment/retention is one of Council's strategic goals.
- Compensation, career and pay progression were high-priority topics from the Employee Survey.



What was included?

- Employee engagement
- Market study
- Salary benchmarks
- Job family creation
- Career progression ladders
- Organizational pay philosophy



What's complete?

- High Level of employee participation
- Benchmarking and data analysis
- Aggregate data delivered to make budget forecast



What's in progress?

- Finalizing new pay bands and new salary ranges
- Reviewing job families/career progression ladders.
- Articulating a transparent, equitable, sustainable pay philosophy for the future.



How to implement?

- 5% annual raise would bring most employees to where they belong.
- Allocating approximately \$210,000 for FY26 (GF) would fund additional pay adjustments to get identified employees to where they belong.
- Those adjustments would go into effect in January 2026.