



Legislation Details (With Text)

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Title: Presentation of Classification and Compensation Study Results.

Sponsors:

Indexes:

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Attachments: 1. Draft Staff and Consultant Presentation, 2. Draft Study, 3. Staff Presentation, 4. Council Questions with Staff Response

Table with 5 columns: Date, Ver., Action By, Action, Result. Row 1: 1/12/2022, 1, Town Council, received and filed

Presentation of Classification and Compensation Study Results.

Staff:

Cliff Turner, Director
Amy Oland, Director

Department:

Human Resources & Development
Business Management

Overview: The Town initiated a Classification and Compensation study with Management Advisory Group International, Inc. (MAG) two years ago to understand how we compare to other local governments. The work of the study was slowed by the pandemic, but we re-engaged with our consultant in early 2021 and asked them to re-examine the numbers due to recent changes in the economy. Department Directors reviewed the consultant's work and provided feedback which has been incorporated into the final product.

We anticipate breaking the implementation of the recommendation into phases. Phase 1 is intended to bring all regular employees whose salaries are below the new minimums of their pay ranges up to the new minimums. Staff also recommends addressing compression issues in Phase 1 by raising the salaries of those who were not adjusted in the study. As a result of a shifting labor market, the cost estimates associated with the final recommendations exceeded our original estimates. The Town Manager has recommended that additional funding be derived from the Excess Fund Balance the Town experienced in FY 2021. Future phases will be determined as part of the budget process.

Staff will provide additional cost information at the January 12th Council meeting on the long-term costs to implement Phase 1 and address the compression issues of those who were not adjusted in the study. We will address how this could impact the FY 2023 budget discussions.

Staff anticipates bringing this item back for Council approval on January 26th. The Town of Chapel Hill is committed to implementing a compensation plan that recognizes the high level of service provided by our employees and that helps us remain competitive with other employers in our region.

★ Recommendation(s):

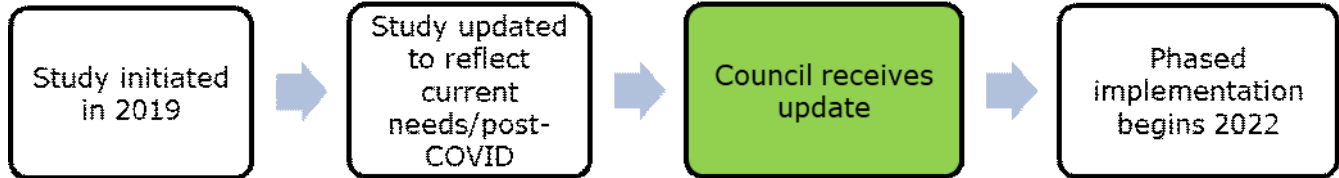
That the Council receive this report and provide questions and feedback.

Key Issues:

- Funding implementation of Phase 1
- Steps for addressing compression and future implementation phases.

Fiscal Impact/Resources: The financial impact will depend on how the Town chooses to phase in the results of the study. The staff will provide options for the Council to consider.

Where is this item in its process?



Attachments:

- Draft Staff and Consultant Presentation
- Draft Study

The Agenda will reflect the text below and/or the motion text will be used during the meeting.

PRESENTER: Maurice Jones, Town Manager
Cliff Turner, Human Resource Development Director
Russell Campbell, Management Advisory Group International, inc.

RECOMMENDATION: That the Council receive this report and provide questions and input.