

Employee Compensation Review

January 31, 2019

Jamiah Waterman, HR Director



Agenda

- ✓ Maintaining Competitive Edge
- ✓ Supporting Economic Development Opportunities
- ✓ Reducing Poverty
- ✓ What's Next?



Competitive Salary Structure

- Labor Market Surveys
- 2012, 2014, 2016 & 2018
- 125 benchmark jobs represent 78% of all benefited positions

Labor Market Survey Year	# of Benchmark Jobs	# of Proposed Job Grade Changes
2014	120	22
2016	122	12
2018	125	16



Competitive Salary Structure

- 69% of benchmark jobs are at or above the market midpoint
- 31% are below the market midpoint



Competitive Incentives

- Trade Certificate Incentives
 - ✓ Support Economic Development
 - ✓ Building, Electrical, Mechanical & Plumbing
- Signing & Retention Bonuses
 - ✓ 5% bonus
 - ✓ 3 year commitment



Competitive Benefits

BENEFIT PLAN	Greensboro		Raleigh		Durham		High Point		Guilford County		Winston Salem		Charlotte	
MEDICAL PPO/POS	YES	UHC	YES	BC/BS	YES	BC/BS	YES	CIGNA	YES	UHC	YES	BC/BS	YES	BC/BS
DEDUCTIBLE	YES	\$500	YES	\$500	YES	\$750	YES	\$1,000	YES	\$200	YES	\$1,000	YES	\$1,000
MEDICAL PLAN COST	EE ONLY	\$721	EE ONLY	\$843	EE ONLY	\$766	EE ONLY	\$725	EE ONLY	\$706	EE ONLY	\$724	EE ONLY	\$792
DENTAL	MAX	\$1,750	MAX	\$1,500	MAX	\$3,000	MAX	\$1,250	MAX	\$2,000	MAX	\$1,300	MAX	\$1,500
WELLNESS	YES	\$100/ 1 PTO	YES	DISCOUNT	YES	\$250/2 PTO	YES	\$50	YES	\$1,500	YES	\$600/DIS	YES	\$500
CITY PAID LIFE INS	YES	2X BASE	YES	1X BASE	YES	1X BASE	YES	1X BASE	YES	\$10K	YES	1X BASE	YES	2X BASE
DEFERRED COMP GENERAL	CITY	3.25%	CITY	3.00%	CITY	5.00%	CITY	1.00%	CITY	5.00%	CITY	2.00%	CITY	3.00%
TUITION ASSISTANCE	NO		YES	\$1250/YR	NO		YES	\$2,000/YR	YES	\$600/YR	NO		NO	



Competitive Voluntary Benefits

VOLUNTARY BENEFITS	Greensboro		Raleigh		Durham		High Point		Guilford County		Winston Salem		Charlotte	
VOLUNTARY BENEFITS	YES	CI,ACC, HI,LTD	YES	STD,ACC	YES	HI,CI,PET STD,LTD	YES	CI,ACC,HI, STD,LTD	YES	STD,LTD	YES	STD	YES	CI,ACC, HI,LTD
VOLUNTARY EE LIFE INS	YES	\$300K	YES	\$400K	NO		YES	\$500K	YES	\$300K	YES	\$400K	YES	\$600K
VOLUNTARY DEP LIFE INS	YES	\$5K/\$10K	YES	\$2.5K/\$10K	NO		YES	\$10K/\$100K	YES	\$10K/\$20K	YES	\$5K/\$10K	YES	\$1K-\$30K
VISION	YES		YES		YES		YES		YES		YES		YES	
FSA	YES		YES		YES		YES		YES		YES		YES	

- Voluntary benefits are 100% paid by employees
- Provide financial security in the event of a disability, critical illness, accident or hospital stay
- City is offering voluntary benefits for the first time in 2019



Competitive Leave Benefits

LEAVE PLANS	Greensboro		Raleigh		Durham		High Point		Guilford County		Winston Salem		Charlotte	
ANNUAL LEAVE	YES	24 DAYS	YES	24 DAYS	YES	24 DAYS	YES	24 DAYS	YES	24 DAYS	YES	12 DAYS	YES	20 DAYS
SICK LEAVE	YES	12 DAYS	YES	12 DAYS	YES	12 DAYS	YES	12 DAYS	YES	12 DAYS	YES	12 DAYS	YES	12 DAYS
PAID PARENTAL LEAVE	YES	6 WEEKS	YES	8 WEEKS	YES	12 WEEKS	NO	0 DAYS	NO	0 DAYS	NO	0 DAYS	YES	6 WEEKS
HOLIDAYS	YES	13 DAYS	YES	12 DAYS	YES	12 DAYS	YES	10 DAYS	YES	13 DAYS	YES	11 DAYS	YES	11 DAYS

- The above figures represent the maximum earning rates for the longest tenured employees
- The City added a 13th holiday in 2017 to match the State of NC



Competitive Raises

- 12/1/2018
 - ✓ 3% average increase
 - ✓ Performance based
 - ✓ \$4.4M annual costs



Efforts to Reduce Poverty

- 11/16/2018, New minimum salary for benefited employees of \$31,200
 - ✓ 306 employees
 - ✓ Annual costs of \$601,538



Efforts to Reduce Poverty

- 11/16/2018, New minimum hourly wage for nonbenefited employees of \$12.50 per hour
 - ✓ 340 employees
 - ✓ Annual costs of \$268,358



What's Next?

- Maintain competitive salary position
 - ✓ Competitive movement for General & Executive Salary Structures
 - ✓ No structure movement for sworn Fire & Police (5.6% movement in 2017)



What's Next?

- Competitive, performance-based increases

Merit Movement	Actual Avg Merit Incr % for FY 11-12	Actual Avg Merit Incr % for FY 12-13	Actual Avg Merit Incr % for FY 13-14	Actual Avg Merit Incr % for FY 14-15	Actual Avg Merit Incr % for FY 15-16	Actual Avg Merit Incr % for FY 16-17	Actual Avg Merit Incr % for FY 17-18	Actual Avg Merit Incr % for FY 18-19	Cumulative Variance from WAW to CoG Actual
WorldatWork	2.8	2.8	2.9	3	3	3	3	3	20.5
CoG Actual	1.5	1.5	1.5	2	2.5	2.75	3	3	14.75
Variance from WorldatWork	-1.3	-1.3	-1.4	-1	-0.5	-0.25	0	0	-5.75



What's Next?

- Maintain competitive benefits
 - ✓ Introduce a Consumer Driven Health Plan
 - ✓ Tax advantages
 - ✓ Protections for catastrophic expenses



What's Next?

- Continue efforts to reduce poverty
- 11/16/2019, New minimum hourly wage for nonbenefited employees of \$13.50 per hour
 - ✓ 360 employees
 - ✓ Annual costs of \$314,396



What's Next?

The **Google** Of Government



What's Next?

- Imagine Greensboro
 - ✓ Work-life balance & recreation
 - ✓ Health & wellness
 - ✓ Workspaces & work culture
 - ✓ Professional development
 - ✓ Community outreach



What's Next?



Questions

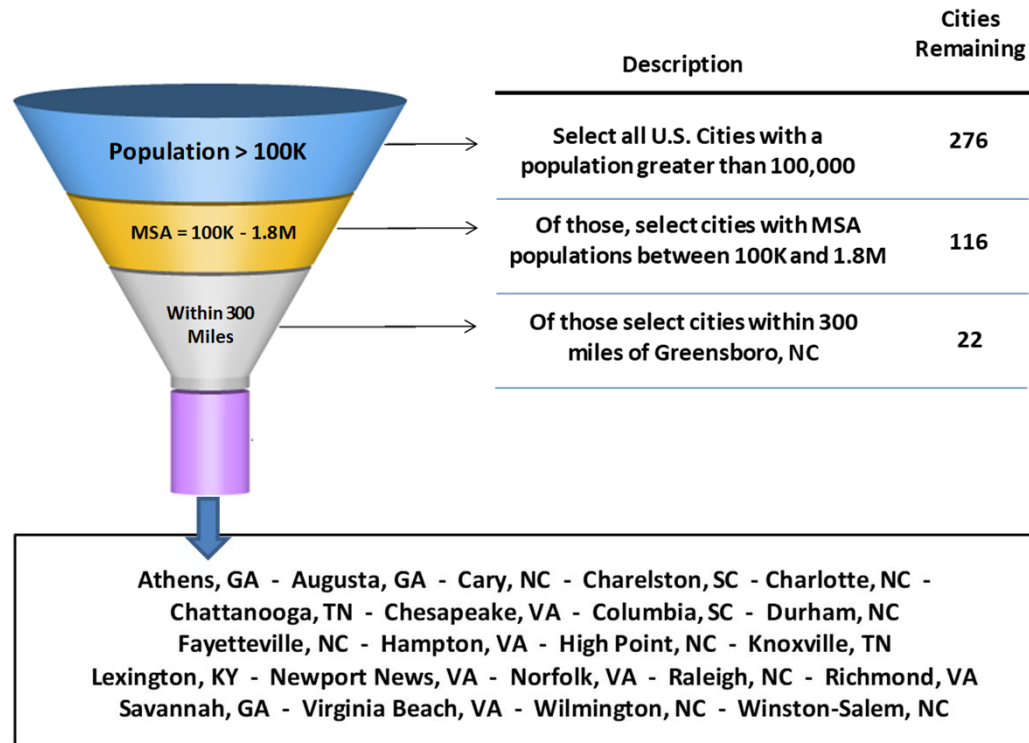


Hard to Fill Positions

Job Code	Job Title
P450	Electronic Processing Specialist
H110	Senior Application Developer
H363	Kronos Administrator (Admin ERP)
P370	Mechanical Trades Supervisor
P200	Inspector Trades (Plumbing, Building, Electrical, Mechanical)
V066	HR Consultant II (Compensation)
V060	HR Consultant I (HRIS)
P240	Examiner Plans
P590	Fire Protection Specialist



City's Labor Market



Information based on estimates provided by the United States Census Bureau for July 1, 2009.



Employee Turnover

City of Greensboro Turnover Data for Oct – Dec (2018)					
Department	Voluntary-Resignation	Voluntary-Retirement	Total Voluntary	Involuntary	Total
Legislative	0.00%	0.00%	0.00%	0.00%	0.00%
Executive	0.00%	0.00%	0.00%	0.00%	0.00%
Human Relations	0.00%	0.00%	0.00%	0.00%	0.00%
Communications	0.00%	0.00%	0.00%	0.00%	0.00%
Human Resources	0.00%	4.26%	4.26%	0.00%	4.26%
Budget & Evaluation	0.00%	0.00%	0.00%	0.00%	0.00%
Information Technology	0.00%	0.00%	0.00%	0.00%	0.00%
Finance	0.00%	2.11%	2.11%	0.00%	2.11%
Office of Workforce Development	0.00%	0.00%	0.00%	0.00%	0.00%
Law	0.00%	0.00%	0.00%	0.00%	0.00%
Planning	3.57%	0.00%	3.57%	0.00%	3.57%
Neighborhood Development	3.70%	0.00%	3.70%	0.00%	3.70%
Police	1.17%	0.39%	1.55%	0.52%	2.07%
Guilford Metro 9-1-1	0.00%	0.00%	0.00%	0.88%	0.88%
Fire	0.17%	0.68%	0.84%	0.00%	0.84%
Field Operations	0.89%	0.89%	1.78%	1.19%	2.97%
Transportation	2.35%	0.00%	2.35%	1.18%	3.53%
Parks & Recreation	0.00%	0.65%	0.65%	0.00%	0.65%
Libraries	4.20%	0.00%	4.20%	0.00%	4.20%
Engineering & Inspections	3.07%	0.61%	3.68%	0.00%	3.68%
Water Resources	1.19%	0.30%	1.49%	1.19%	2.69%
War Memorial Coliseum Complex	2.70%	4.05%	6.76%	5.41%	12.16%
Total	1.07%	0.65%	1.72%	0.59%	2.31%

