

# Joint Compensation Study

Cornelius, Davidson & Huntersville

July - September, 2018

# Why do the Study?

- ▶ Labor Market is dynamic and continuing to move forward;
- ▶ Unemployment at historic lows - 3.8%;
- ▶ Wages are on the rise along with inflation;
- ▶ Harder to recruit & retain employees;
- ▶ Biggest impact on law enforcement positions.

# Current vs. 2015 Study

- ▶ Three organizations vs. Davidson;
- ▶ Broader labor market survey - 21 communities;
- ▶ Total compensation - Salary + Benefits;
- ▶ Investigating Non-monetary incentives;
- ▶ Limited classification review vs. full classification study;
- ▶ More efficient/saves money for individual towns.

# Key Milestones

- ▶ July - Salary & Benefits survey
  - ▶ 19 of 21 communities have responded
- ▶ August - compiling and analyzing data
- ▶ September - present findings & recommendations to Town Manager & Department Heads
- ▶ September - present findings & recommendations to Board

# Next Steps

- ▶ Develop findings and present recommendations to Town Manager and Department Directors;
- ▶ Prepare report with implementation options and budget impact;
- ▶ Present recommendations to Board on September 11.