



## North Mecklenburg Pay Study

To: Davidson Board of Commissioners  
From: Jamie Justice, Town Manager  
Date: September 4, 2018  
Re: North Mecklenburg Pay Study

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### 1. OVERVIEW

A pay study was included in the FY 2018-19 budget that examines the market for the town's positions to determine if adjustments are needed in order to stay competitive. Our last pay study was conducted in 2015. The town's strategy, and a human resource best practice, is to complete a pay study every three years that compares salaries and benefits to jurisdictions with whom we compete for employees, and determine from the data if market adjustments need to be made. Staying competitive in the marketplace allows the Town of Davidson to recruit and retain outstanding employees that provide services to the citizens of the town.

The town managers for the towns of Huntersville, Cornelius, and Davidson decided that since all three towns need a pay study, we would join efforts. This enabled us to work together on the information needed and also saved money on the study. Human Resource consultant Susan Manning was selected to do the study on behalf of the towns. Susan has had a long career in human resource management at the local and state government levels and is a Davidson resident.

During the budget discussion back in the spring, the board asked that we bring the information back in the first quarter of the new fiscal year or as soon as possible. There was also discussion about the need to stay competitive in the marketplace, particularly in the areas of public safety as the city of Charlotte was considering significant changes in that area.

Susan Manning will provide an overview of the pay study scope of work and an update. Next steps include a presentation to the board by Susan at the September 11<sup>th</sup> board meeting with the findings, recommendations, and implementation options for the board to consider.

Attached to the agenda is the presentation by Susan Manning.

### 2. RELATED TOWN GOALS

#### **Strategic Plan:**

Operations Goal: Davidson will maintain organizational excellence through sound financial management, training and retention of quality employees, and superior service to the community.

Tactical Priority: Sound financial management; Action step 1.5: Review staffing, pay, and benefits levels.

Partnerships Goal: The town of Davidson will build on existing relationships to strengthen partnerships with strategic organizations and institutions.

**Core Value(s):**

- Citizens entrust town government with the stewardship of public funds, so government will provide high quality services at a reasonable cost.
- Davidson exists in proximity to and is interdependent with other jurisdictions, so we strive for local, regional, state and federal cooperation.

**Constituents served:**

All citizens.

**3. OPTIONS/PROS & CONS**

**N/A**

Receive as information.

**4. FYI or RECOMMENDED ACTION**

FYI.

**5. NEXT STEPS**

Next steps include a presentation to the board by Susan at the September 11<sup>th</sup> board meeting with the findings, recommendations, and implementation options for the board to consider.