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# Joint Compensation Study Davidson Findings & Recommendations

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# Salary Survey Results

- ▶ Salary ranges include the minimum-midpoint-maximum salary for each classification.
- ▶ 18 salary ranges (not individual salaries) are below market:
  - ▶ Management positions
  - ▶ Most Professional positions
  - ▶ Public Works positions
  - ▶ Some Public Safety positions

# Salary Survey Results

- ▶ 8 salary ranges are competitive with the market:
  - ▶ Administrative Support positions
  - ▶ Some Public Safety positions are competitive at the midpoint of the salary range, but not at the minimum
    - ▶ Firefighters
    - ▶ Police Officers
    - ▶ Police Detectives
    - ▶ Police Corporals
- ▶ 2 salary ranges are slightly above market

# Police Officer Minimum Pay\*

- ▶ Davidson - \$37,041
- ▶ Charlotte - \$44,362
- ▶ Huntersville - \$42,683
- ▶ Mooresville - \$39,650
- ▶ Cornelius - \$37,823 (likely moving their range)
- ▶ Market Median - \$42,444
- ▶ Davidson Average for all Police Officers - \$41,693

*\*Base pay, does not include incentives*

# Compensation Recommendations

- ▶ Move the Pay Plan (all salary ranges) up by 5%;
- ▶ Adjust some ranges by 10% based on market data;
- ▶ Increase hourly rate for part-time Fire positions;
- ▶ Adjust Police salary ranges and provide flexibility to Police to hire at higher minimum salary for Police Officers;
- ▶ Adjust employee salaries to the minimum of the new salary ranges;
- ▶ Give up to 5% market adjustments to employees with salaries above the minimum but below market to address pay compression (mainly impacts Police positions);
- ▶ No salary increases for employees being paid at or above market;

# Classification Study & Recommendations

- ▶ Reclassification Changes
  - ▶ PIO to Communications Director
  - ▶ 1 Recreation Program Manager to Senior Program Manager
- ▶ Follow existing policy for classification changes and compensation

# Next Steps

- ▶ Complete costing analysis based on implementation date;
- ▶ Report back to the Board on September 25 with total cost for salary increases + related benefit cost;
- ▶ Adopt new pay plan and approve recommendations;
- ▶ Implement approved recommendations and any associated salary increases for employees.