



Town of Pineville Compensation Report

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Study Purpose

- ▶ To complete a compensation study to ensure that salaries and salary ranges are competitive with the external labor market in order to meet the Town's current and future business needs to hire and retain well-qualified and high-performing employees.

Goals for the Compensation Study

- ▶ Survey the regional compensation market to determine market and median salaries for Town job classifications;
- ▶ Ensure the Town's salary ranges are competitive with the market to facilitate recruitment & retention;
- ▶ Pay employees competitively within their salary ranges based on their qualifications to improve retention;
- ▶ Update the Town's Classification & Pay Plan to ensure equity and market competitive compensation.

Why do the study?

- ▶ Labor market is dynamic and moving rapidly;
 - ▶ Wages are increasing an average of 4%
 - ▶ Unemployment is 3.9%
 - ▶ Inflation increasing by 6-7% per year
- ▶ Last study was in 2019;
- ▶ Difficult to hire and retain quality staff given the competitive labor market.

Compensation Survey

- ▶ 14 Benchmark Communities
- ▶ 36 Pineville benchmark job classes in the survey
- ▶ Additional salary data from Wilson was used for Telephone job classes.
- ▶ Included salary data from 2021 NCLM survey

Benchmark Communities

- ▶ Belmont
- ▶ Charlotte
- ▶ Cornelius
- ▶ Davidson
- ▶ Gastonia
- ▶ Huntersville
- ▶ Indian Trail

Matthews
Mecklenburg County
Mint Hill
Mt. Holly
Shelby
Stallings
Waxhaw

Market Methodology

▶ Requested Survey Data to determine Market Rates

- ▶ Average Actual Salaries being paid for each benchmark position
- ▶ # employees in each position
- ▶ Salary Range minimum, midpoint, maximum

▶ Calculating a Market Rate

- ▶ Average of actual salaries being paid in the market
- ▶ Adjusted market rate calculated excluding outliers
- ▶ Compare market to current midpoint of the salary range
- ▶ Market Range - +/- 5% of midpoint

Salary Survey Results

- ▶ **Summary of Market Data Analysis:**

- ▶ 24 of 36 job classes were below market (67%);
- ▶ 12 job classes were at or above market (33%);

Job Classifications Below Market

- ▶ All Director positions
- ▶ Some Professional positions
- ▶ Some Administrative positions
- ▶ Telecommunicators & Maintenance Technicians had below market hiring rates

Job Classifications 5% Below Market

- ▶ Finance Director
- ▶ Parks & Recreation Director
- ▶ Planning Director
- ▶ Police Chief
- ▶ Accountant
- ▶ Telecommunications Supervisor
- ▶ Administrative Assistant
- ▶ Billing & Collection Coordinator

Job Classifications 5% Below Market

- ▶ Customer Service Representative
- ▶ Receptionist
- ▶ Recreation Assistant
- ▶ Fleet Manager
- ▶ Senior Storm Water Maintenance Technician
- ▶ Police Lieutenant
- ▶ Police Captain

Job Classifications 10% Below Market

- ▶ Human Resources Director
- ▶ Public Works Director
- ▶ Town Clerk

Job Classifications At Market

- ▶ Athletics Coordinator
- ▶ Crime Analyst
- ▶ Planner
- ▶ Accounting & Payroll Technician
- ▶ Police Records Clerk
- ▶ Property & Evidence Technician
- ▶ Building Maintenance Technician
- ▶ Code Enforcement Officer
- ▶ Parks Maintenance Crew Leader

Job Classifications At Market

- ▶ Planning Technician
- ▶ Public Works Crew Leader
- ▶ Police Officer
- ▶ Police Corporal
- ▶ Police Detective
- ▶ Police Sergeant
- ▶ Maintenance Technician – Low Hiring Rate (Minimum)
- ▶ Telecommunicator – Low Hiring Rate (Minimum)

Compensation Findings

- ▶ 66% of all Town Salary Ranges are below market;
- ▶ Most salary ranges are 5% below market;
- ▶ Salary Ranges for Telecommunicators & Maintenance Technicians need a 5% increase to be competitive at the minimum hiring rate;
- ▶ Salary ranges for most LEO positions are competitive;
- ▶ Police Pay Plan needs to be adjusted slightly to maintain internal equity between LEO job classifications.

Compensation Recommendations

- ▶ Increase salary ranges for 24 benchmark positions below market;
- ▶ Increase salary ranges for Telecommunicators and Maintenance Technicians to establish competitive hiring rates;
- ▶ Increase salary range for Systems Technician to be more competitive;
- ▶ Increase salaries for employees whose salary falls below the minimum of the new range;
- ▶ Award market pay adjustments to employees whose salaries are above minimum but below market commensurate with their experience and date of hire.
- ▶ No salary increases for employees being paid competitively with market.

Employee Salary Recommendations

- ▶ 20 employees are recommended for market adjustments;
- ▶ A few employees are just below the midpoint of their salary range and are recommended to move to the midpoint (<5%);
- ▶ Some employees are being paid below market appropriately given their education/experience/longevity and are not recommended for increases;
- ▶ Employees being paid at market/midpoint are not recommended for increases.

Town Manager Compensation Data

- ▶ Market Rate for Local Town Managers - \$156,340
- ▶ Pineville's current range - \$103,293-\$129,119-\$154,941
- ▶ Town Manager's current salary - \$138,705
- ▶ Salary Range and Salary are Below Market
- ▶ Proposed salary range - \$113,622-\$142,031-\$170,435
- ▶ Is competitive with the local market and provides room for future compensation growth

Total Study Implementation Costs

Annual Salary Increase Cost:	\$50,510
Increased Benefit Costs:	\$12,628
Total Annual Implementation Cost:	\$63,138

Next Steps

- ▶ Approve updated Classification & Pay Plan;
- ▶ Implement changes in salary ranges and job classifications;
- ▶ Approve recommended salary increases;
- ▶ Continue doing a market study every 2-3 years to remain competitive.

Questions?