



February 3, 2022

To: Mayor and Council

CC: N/A

From: Brandon Perkins, Town Manager

Re: Employee Compensation Adjustment

A recent pay study conducted by Staff has revealed that the Town's current employee compensation rates were at least 14% below the State average when compared to other municipalities and 25% behind neighboring Peachtree City. These numbers were based on data from the 2021 Department of Community Affairs Municipal Wage and Salary Survey as well as information shared with us by Peachtree City from their recent third-party pay study. We also know that many local government employers across the State are implementing increases in order to stay ahead of rising inflation (7% at the time of this memo) and to remain competitive in one of the toughest job markets we have ever experienced. Nearby examples include Peachtree City, the City of Fayetteville, and Fayette County. The County recently raised all employee pay by 10% across the board and gave their public safety employees an additional 9%. This move brought their starting pay for a Sheriff's Deputy to approximately \$50,000. The Town's starting pay for a police officer is currently \$42,498.30 which, for a short time a couple of years ago, was the highest in the County.

The Town, while one of the smallest jurisdictions in the area, competes directly with Metro Atlanta in the job market which makes remaining competitive extremely challenging. That said, the Town has worked hard to build an outstanding staff over the last several years and it is imperative that we do all that we can to retain who we have and attract the best available when openings occur. Consequently, staff recommends that Council consider a 10% across the board pay adjustment effective February 6, 2022. The cost of this adjustment between February 6 and June 30, 2022 (the end of the current fiscal year) will be approximately \$100,000. The annual cost moving forward beginning July 1, 2022 would be approximately \$214,717.76.

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Approval of this adjustment, in addition to the COLA provided in July 2021, would amount to a 14% across the board increase this fiscal year and would make the Town more competitive with the State average while getting us closer to what our nearest job market competitors are paying.

Thank you for your consideration in this matter.