



Employee Compensation Overview

Board of County Commissioners Meeting

March 12, 2013



Agenda

- Current County Workforce
- Pay Philosophy
 - Pay for Performance
 - Maintaining Competitiveness
- Total Compensation
- Current Trends



County Workforce

- 5,200 FTEs
- 50 PTEs
- 300-600 Temporary/Seasonal positions
- 69% of FTEs require advanced degrees



County Workforce

Demographics

- 59% female/41% Male
- 52% African American
- 42% Caucasian
- 6% Latino, Asian & American Indian



Pay Philosophy

“Market Pay for Market Performance”

- 2006 Transition
- Market rates established on external market
- 50th Percentile
- Pay for performance rather than tenure



Pay-for-Performance

- Pay is based on how employees perform annually
 - No flat increases for all employees
- Market rate is the base for percentage increase



Pay-for-Performance Matrix

- Exemplary = Extraordinary/significantly above and beyond expectations
- Successful = Meeting job expectations

Performance Level	FY13 Merit Range
Exemplary	3.5 - 4%
Successful	1 - 3%
Needs Improvement	0%



Staying Competitive

- Biennial Market Review
 - Survey Data
 - Turnover/Hard to Fill Analysis
- Market Adjustments
 - Market Rates
 - Salaries



Medical & Dental Plan Management

- Self-insured Plan
 - Provides flexibility in plan design and the most oversight in managing costs
- Cost sharing
 - Employer typically pays 75-80% of medical cost(s)
 - The County has been consistent with this approach
- Competitive Bid Process
 - Every 3 to 4 years



Medical & Dental Plan Management

- Wellness Programs
- Disease Management
- Pharmaceutical Strategies
- Annual plan performance/design reviews
- Patient Protection and Affordable Care Act



Market Trends

- Job market is competitive especially in highly skilled positions
- Companies planning merit increases
 - Average projected increase is 3%
 - City of Charlotte planning for 3%
- Health care costs continue to increase



Board Actions – FY13

- Funded 3% merit increase
 - 2% of total payroll (\$4.4M)
 - 3% Board pay increase
- Funded increased medical cost (\$4.3M)
- Restored 401k/457 Match from 3% to 5% (\$2.1M)



Next Steps

- The County Manager will include total compensation recommendations with FY14 Recommended Budget.



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