

CLASSIFICATION AND COMPENSATION

Mecklenburg County uses a broad job classification system and a market-based pay plan, including pay for performance. Both components are designed to enhance workforce recruitment and retention and to increase employee motivation and satisfaction. The key objectives are to:

- Provide market pay for market performance
- Provide clearly defined career paths
- Base compensation decisions on market data
- Provide compensation rewards based on performance
- Maintain internal equity

**FOR MORE INFORMATION ABOUT CLASSIFICATION AND COMPENSATION,
PLEASE CONTACT THE EMPLOYEE SERVICES CENTER
(704) 432-6947**

PAY PLAN

The BOCC has the responsibility and authority to establish and maintain a County pay plan. Each year during the adoption of the budget, the BOCC will review the status of the pay plan and consider any necessary amendments. The County Manager is authorized to revise the pay plan, as appropriate, during the fiscal year within the funds allocated in the budget. The County Manager is authorized to develop and implement salary administration procedures in support of the pay plan. The County Manager is authorized to approve starting salaries without prior approval of the BOCC. The County Manager will use discretion when finalizing employee terminations but will not deviate from guidelines set forth by the Board of County Commissioners.

Originally Approved: October 18, 1976 Revised: July 1, 1991	Revised: July 11, 1994 Revised: October 4, 2011
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COMPENSATION PHILOSOPHY

The BOCC has adopted a compensation philosophy which provides a foundation for the development of the pay plan. This philosophy states that County Government exists to provide certain necessary and important services to the citizens of Mecklenburg County. In order to fulfill this responsibility, the County must attract and retain competent and loyal employees dedicated to the mission of providing high quality public service. This requires a comprehensive compensation program that rewards and recognizes employee commitment, skill development, and quality service delivery through performance excellence.

Principles of the compensation philosophy are:

1. Individuals will be paid in a fair and consistent manner relative to the scope and responsibilities of the job.
2. The County will compensate its employees at a sufficiently competitive level that attracts and retains quality employees based on a comparative market analysis.
3. Performance pay will allow employees to earn additional compensation based on exceptional achievement of individual and team results and enhancement of skills.
4. The County will recognize the value of long-term commitment to the organization and continued performance excellence by the award of longevity pay to employees with 10 or more years of service, hired before July 1, 2004.
5. The County will consider the economic well-being of the organization in the administration of the compensation and benefits programs.
6. A competitive, cost efficient benefit program will be offered to all eligible employees.

Originally Approved: June 6, 1994	Revised: June 16, 2004
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