



Compensation Study

May 26, 2022

Becoming the “Employer of Choice”

VISION

To attract and retain a skilled and diverse workforce by offering competitive and comprehensive compensation and benefits; opportunities for personal development and training; a safe work environment; and clearly defined expectations allowing employees to provide high quality services and engage in meaningful work.

EMPLOYEE VALUE PROPOSITION

One employee
can make a difference in
Our community

The City of Fayetteville invests in you
so you can invest in our community.



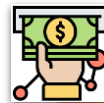
Recognition

- Revise current evaluation
- Core value awards program
- STAR to recognize
- Pay for performance*



Comprehensive Benefits

- Competitiveness of 401(k)*
- Local employer discounts
- Flexible work options
- Health/wellness*
- Paid holidays



Competitive Compensation

- “Living Wage” initiative*
- Annual salary reviews
- Total Rewards Statement



Consistent Employee Feedback

- Employee engagement survey
- Stay interviews
- CMO employee forums or visits to dept meetings



Investing in Training/Develop

- Internship program
- Revising NEO
- Mandatory SOS class
- Core competencies supporting class offerings
- Leadership development*
- SLT onboarding



Exposure to Senior Leadership

- CMO Employee Forums
- Visits to dept meetings
- Daily purposeful rounding



Meaningful Work Opportunities

- Performance tied to organizational success*
- Career paths
- Talent mapping
- Succession planning

What have we done?

- Last comprehensive salary survey was in 2012 with minimal implementation of recommendations in 2013.
- Continued to review at least 25% of total positions for market competitiveness each year.
- Tried to keep up with the market by moving positions to higher paygrades and moving employees to minimum only.
- Moved all employees to a minimum of \$15.
- Increased salaries for Police Officers and other various positions.

- COVID has been a game changer.
- The Great Resignation!
 - Turnover rate July 2020: 12.7%
 - Turnover rate March 2022: 14.9%
 - Applications received June 2019: 1,036
 - Applications received March 2022: 769



- July 18, 2022

- Step Plans
 - Remain the same.
- Pay Grades
 - Remain the same.
- General FT/PT Employees
 - Opportunity to receive up to 4% of midpoint merit pay.

- August 15, 2022

- Step plans
 - New step plans will be implemented along with associated increases.
 - No employee will change steps; pay will change based on new step plan.
- Pay Grades
 - New pay grades will be implemented.
 - Implement 50% of the “class parity” solution to affected employees.



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