



Classification and Compensation Study

Approach and Methodology

2



Focus on market competitiveness



Reflect organization's compensation philosophy



Include applicable public sector employers



Recommend a plan that is fair, equitable
and tied to organization's mission



Balance needs with available resources

Market Analysis – Surveyed Market Peers

- North Myrtle Beach, SC
- Mount Pleasant, SC
- Charleston, SC
- City of Greenville, SC
- Greenville County, SC
- Horry County, SC
- Jupiter, FL
- Daytona Beach, FL
- West Palm Beach, FL
- Fort Lauderdale, FL
- St. Petersburg, FL
- Clearwater, FL
- Wilmington, NC
- Cary, NC
- Charlotte, NC
- Ocean City, MD
- Savannah, GA

New Grade Structure

- A new pay grade structure was established based on the market data
- New hourly minimum was set at \$15.75 per hour or \$32,760 annually for full time employees
 - Previous minimum was \$12.71 per hour or \$26,436 annually for full time employees
- Three pay grade structures
 - General pay grades
 - Police pay grades
 - Fire pay grades
- Positions were assigned to grades based on the external market and internal equity



Evaluation Steps

- Evaluation of individual positions and grade classifications
- Evaluation of individual employee increases based on years of service, years of experience and years in position
- Evaluation of individual employees within positions for salary compression

Overall Outcome

- Number of employees included in study - 989
 - Vacant positions included
- Overall average percent increase - 8.83%
 - Minimum increase - 2.0%
- Overall average annual dollar increase - \$4,592
- Raise minimum hourly rate for full time employees to \$15.75
- Total - \$4.6M - plus benefits \$5.8M

New Minimum Pay Rate

- Nine position affected for 79 employees
- Overall average percent increase - 11.32%
- Overall average annual dollar increase - \$3,403

Police Compensation

- Number of employees included - 348
- Overall average percent increase - 12.18%
- Overall average annual dollar increase - \$6,446
- Uncertified Police Officer new pay grade minimum - \$47,752
 - *Current Uncertified Police Officer pay grade minimum - \$41,600*
- Certified Police Officer new pay grade minimum - \$50,139
 - *Current Certified Police Officer pay grade minimum - \$45,760*
- Current number of vacancies – 47
 - *Conditional offers made - 22*

Fire Compensation

- Number of employees included - 175
- Overall average percent increase – 5.68%*
- Overall average annual dollar increase - \$3,710

* Fire fighters /Paramedics received an adjustment on July 1, 2021



All Other Positions Compensation

- Number of employees included - 420
- Overall average percent increase – 6.91%
- Overall average annual dollar increase - \$3,567

Additional Benefits

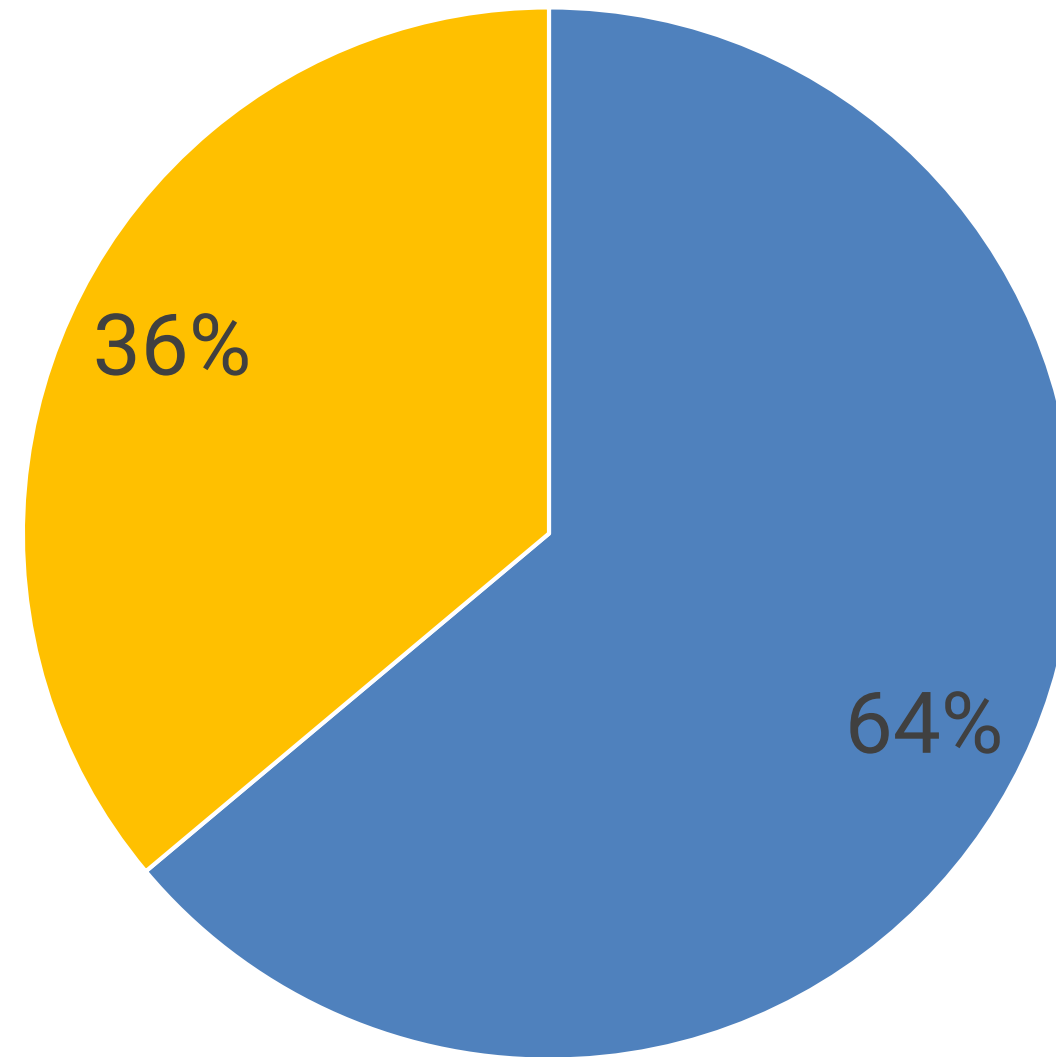
- Additional Holiday in FY 2023 – Juneteenth
- Eligibility for qualified participants* in the RHRA will be expanded to include employee and eligible dependents
- Additional annual incentive for foreign language (including ASL) interpretation services
 - \$1,000 per employee per year to be on the on-call list
 - Validation of competency may be required
 - Must remain on the list for the full year
- Sick leave payout for eligible employees
- Exploring additional incentives for education and certifications

* Hired prior to July 1, 2019



Public Safety Market Increase

Percent of Market Increases



■ Fire & Police ■ All Other

Summary

- Overall average percent increase - 8.83%
- Overall average annual dollar increase - \$4,592
- Raise minimum hourly rate for full time employees to \$15.75
- Total - \$4.6M - plus benefits \$5.8M

Questions?

