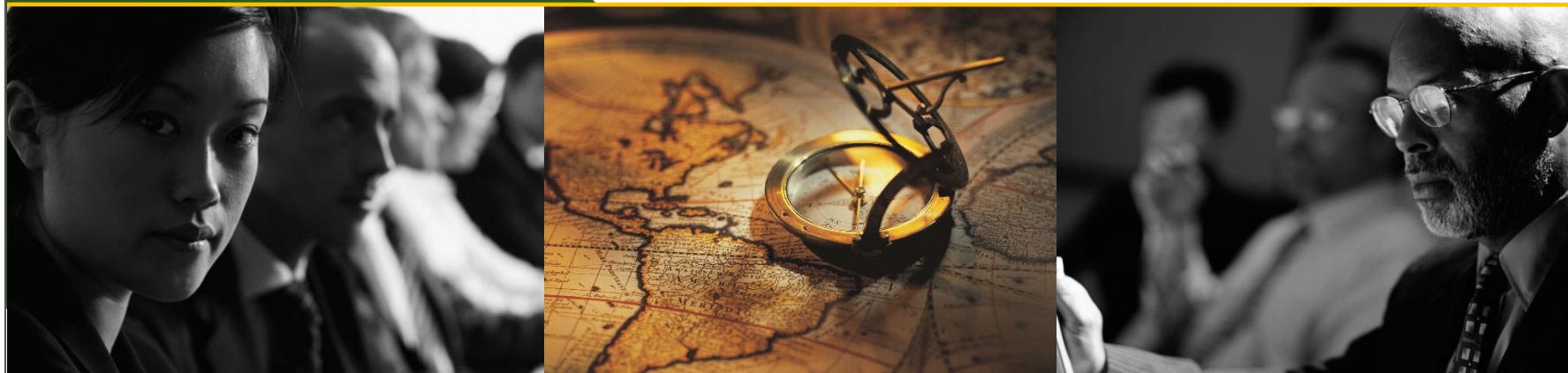


Compensation & Benefits Study for Transylvania County, NC



Personnel Board Presentation

Overview

- Study Goals
- Project Phases
 - Assessment of Current Conditions
 - Market Survey
- Next Steps

Study Goals

- Survey peer organizations to ensure external equity
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally

Study Initiation

- Study Initiation – August 2022
- Data Collection
 - Employee Data
 - Salary Schedules
 - Job Descriptions
 - Benefits
 - Organizational Charts
 - Personnel Policies and Procedures



Assessment of Current Conditions

- 351 full-time employees
 - Average tenure of 8.8 years
- One (1) compensation plan for all employees
 - 28 pay grades total; 55% range spread

Based on data collected in October 2022



Market Salary Survey

- Launched October 2022
- Sixteen (16) peers surveyed:

Market Peer	Market Peer
Buncombe County, NC	Jackson County, NC
City of Asheville, NC	Macon County, NC
City of Brevard, NC	Oconee County, SC
City of Hendersonville, NC	Pickens County, SC
Cleveland County, NC	Transylvania County Schools, NC
Greenville County, SC	Town of Black Mountain, NC
Haywood County, NC	Town of Fletcher, NC
Henderson County, NC	Watauga County, NC

Market Salary Survey

- 78 classifications included
- 396 data points collected
- **Results Summary***
 - 5.1 percent below the public-sector market minimum
 - 7.8 percent below the public-sector market midpoint
 - 8.4 percent below the public-sector market maximum

*Results are shown at the 50th market percentile and with outliers removed. Outliers are defined as benchmarks that possess midpoint differentials of 40% or greater from Transylvania County or received less than four (4) responses. Outliers are removed so that extreme differentials do not skew the average results.

Next Steps

- **Verify Employee Data**
 - Employees' education/experience
- **Update Compensation Plan**
 - Update the plan based on being competitive at the market median while maintaining consistency in structure and allowing for flexibility moving forward
 - Provide implementation options, including the same parity option given in 2019
- **Finalize Report**
 - Chapter 1: Introduction
 - Chapter 2: Assessment of Current Conditions
 - Chapter 3: Salary Survey Summary
 - Chapter 4: Benefits Survey Summary
 - Chapter 5: Recommendations

Thank You!

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