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**JOINT GREENVILLE CITY COUNCIL /
GREENVILLE UTILITIES COMMISSION
BOARD MEETING**

WEDNESDAY, APRIL 24, 2019



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ITEM # 2

APPROVAL OF AGENDA



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ITEM # 3

APPROVAL OF MINUTES

SEPTEMBER 24, 2018 JOINT MEETING



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ITEM # 4

CONSIDERATION OF MARKET ADJUSTMENT / MERIT ALLOCATION FISCAL YEAR 2019-20

Market Adjustment and Merit Allocation



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- The City & GUC Annually Review the Competitive Position of the Joint Pay Plan.
- Review is Intended to Ensure that the Pay Plan is:
 - Internally Equitable
 - Competitive with the External Market
- Information Reviewed as Part of the Process Includes:
 1. Market Salary Surveys
 2. Public-Sector Benchmarks
 3. Local Private Employer Benchmarks

1. Market Salary Surveys



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Market Survey
Aon Hewitt
Capital Associated Industries (CAI)*
Korn Ferry (fka Hay Group)
Mercer
Willis Towers Watson
WorldAtWork

- 6 Market Surveys Included in the Review
- Surveys Include Public / Private Organizations Primarily Located in the Southeast U.S.
- The CAI Includes 500 Public / Private Organizations in North Carolina
- City / GUC Traditionally Use the CAI as the Primary Benchmark

1. Market Salary Surveys



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Market Survey	Projected Wage Increase
Aon Hewitt	3.1%
Capital Associated Industries (CAI)*	2.7%
Korn Ferry (fka Hay Group)	3.0%
Mercer	2.9%
Willis Towers Watson	3.0%
WorldAtWork	3.2%

3.0%
Average

Public Sector Benchmarks / Local Private Employers



2. Public Sector Benchmarks: 26 Municipalities and Utilities Contacted

	Responses	Average
FY2018-19 Actual Increase	25	3.1%
FY2019-20 Projected Increase	16	3.3%

Public Sector Benchmarks / Local Private Employers



2. Public Sector Benchmarks: 26 Municipalities and Utilities Contacted

	Responses	Average
FY2018-19 Actual Increase	25	3.1%
FY2019-20 Projected Increase	16	3.3%

3. Local Private Employers: 11 Local Employers Contacted

	Responses	Average
FY2018-19 Actual Increase	8	2.9%
FY2019-20 Projected Increase	8	3.0%

How Do We Compare ?



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Actual Wage Increases Compared to Benchmark Since Last True-Up:

FY	City / GUC	CAI	Public Sector	Private Sector
2015-16	2.0%	2.7%	2.5%	2.0%
2016-17	2.0%	2.8%	3.2%	3.05%
2017-18	3.2%	2.7%	2.9%	2.9%
2018-19	2.7%	2.9%	3.1%	2.9%

4 Year Cumulative
Difference:

-1.2%	-1.8%	-0.9%
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Market Adjustment and Merit Allocation



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Summary of FY2019-20 Projected Wage Increase:

CAI	2.7%
Public Sector	3.3%
Private Sector	3.0%
Joint Pay Benefits Committee Recommendation (3-26-19)	2.7%

*Note: COG and GUC have traditionally used CAI as the primary benchmark.



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ITEM # 5

CONSIDERATION OF SALARY STRUCTURE ADJUSTMENT FOR FISCAL YEAR 2019-20

Salary Structure Adjustment



- As Part of the 5-Year True-Up, Segal Waters' Recommended Salary Structures be Reviewed Annually (i.e. Pay Grade Minimum/Maximum)
- Salary Structures Routinely Adjusted in Order to Stay Competitive with the Market
- CoG / GUC Increased Salary Structure by 2.1% for FY2018-19
- WorldatWork Projects Salary Structures to Increase by 2.1% for FY2019-20

Salary Structure Adjustment



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- Joint Pay and Benefits Committee Met on March 26, 2019
- Committee Reviewed and Discussed the Salary Structure in Relation to the FY2019-20 Budget
- Committee Voted to Recommend a 2.1% Salary Structure Increase for FY2019-20



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ITEM # 6

UPDATE ON COMPENSATION STUDY