

JOINT MEETING
Greenville City Council/Greenville Utilities Commission

Monday, September 19, 2022
6:00 p.m.
City Council Chambers

1. Call Meeting to Order – Mayor Connelly
– Chairman Darden
2. Approval of Agenda – City Council
Approval of Agenda – Greenville Utilities Commission
3. Public Comment Period - For issues that are germane to both the City Council and Greenville Utilities Commission

The Public Comment Period is a period reserved for comments by the public. Items that were or are scheduled to be the subject of public hearings conducted at the same meeting or another meeting during the same week shall not be discussed. A total of 30 minutes is allocated with each individual being allowed no more than 3 minutes. Individuals who registered with the City Clerk to speak will speak in the order registered until the allocated 30 minutes expires. If time remains after all persons who registered have spoken, individuals who did not register will have an opportunity to speak until the allocated 30 minutes expires.

4. Approval of Minutes from the April 25, 2022 Joint City Council / Greenville Utilities Commission Board Meeting
5. Joint Pay and Benefits Committee Recommendation on Plan Year 2023 Health and Dental Benefits
6. Joint Pay and Benefits Committee Recommendation on 2022 Compensation Study
7. Adjournment

MEMORANDUM

TO: Mayor and City Council
Greenville Utilities Board of Commissioners

FROM: Ann E. Wall, City Manager
Anthony C. Cannon, General Manager/CEO *AC*

DATE: September 14, 2022

SUBJECT: Joint City/GUC Pay and Benefits Committee Recommendations related to Plan Year 2023 Health/Dental Insurance Benefits and 2022 Compensation Study

The Joint City/GUC Pay and Benefits Committee, comprised of Mayor Pro-Tem Rose Glover, Council Member Rick Smiley, and GUC Chair Elect Peter Geiger and Commissioner Lindsey Griffin, met on August 29 and September 12, 2022 to develop recommendations related to Plan Year 2023 Health/Dental Insurance Benefits and the 2022 Compensation Study. The following recommendations will be considered by the City Council and GUC Board of Commissioners at their upcoming Joint Meeting scheduled for Monday, September 19, 2022, at 6:00 p.m. at City Hall.

Joint Committee Recommendation on Plan Year 2023 Health/Dental Insurance Benefits:

At the August 29, 2022 Joint City/GUC Pay and Benefits Committee meeting, Mr. Steve Graybill, Principal with Mercer Health and Benefits LLC, led the presentation regarding health and dental insurance recommendations for the 2023 plan year. Based on that data presented, staff recommendations to the Joint City/GUC Pay and Benefits Committee were as follows:

- Employee medical contributions will increase 5% for Employee only coverage tiers.
- Employee medical contributions will increase 11% for other coverage tiers that include a spouse and/or dependent(s).
- Minor plan design changes related to copays and Rx costs to control overall cost and to keep plan in line with market.
- No changes to the dental program benefits or employee contributions.

The Joint City/GUC Pay and Benefits Committee unanimously recommends adoption of the proposed changes for Plan Year 2023, changes being effective January 1, 2023. It is important to note that the last increase in employee medical and dental contributions occurred plan year 2019, thereby allowing COG/GUC to hold rates and contributions flat for three years from 2020-2022.

Joint Committee Recommendation on 2022 Compensation Study:

At the September 12, 2022 Joint City/GUC Pay and Benefits Committee meeting, Ms. Mary Ann Edwards and Ms. Ruth Ann Eledge with Segal Consulting led the presentation regarding the 2022 Compensation Study. Based on the results of that study, staff recommendations to the Joint City/GUC Pay and Benefits Committee were as follows:

General Pay Structure

- Combine the first two pay ranges (105 and 106) and maintain 22 pay grades (106-127);
- Adjust the current range structure by 10.1% to maintain market competitiveness;
- Adjust the range width from minimum to maximum to 55% to better reflect the market (currently 50%); and
- Change the grade placement of 133 job titles (~31%) to better align with market.

Police Pay Structure

- Retain 8 pay ranges in the Sworn Police pay structure based on market average rates;
- Average survey minimums to determine range minimum for each grade and aligning maximums to average survey maximums;
- Range width varies from 19% - 58% depending on rank and based on matching the average range width among peers by rank (current range width varies from 19% - 50%); and
- The change in range minimum averages 3.35%.

Fire/Rescue Pay Structure

- Retain 12 pay ranges in the Sworn Fire/Rescue pay structure based on market average rates;
- Average survey minimums to determine range minimum for each grade and aligning maximums to average survey maximums;
- Range width varies from 5% - 50% depending on rank and based on matching the average range width among peers by rank (same as current structure); and
- The change in range minimum averages 4.25%.

Implementation

- Replace the current pay schedules with the new schedules (described above);
- Adjust employee salaries to ensure that each employee is at 5% above the minimum of their pay grade;
- Place each employee at a position in their pay range based on time in position or their current salary, whichever is greater. The time in position calculation is based on 3% above minimum per year in that position.
- The new pay plan structures and any associated pay adjustments will become effective on January 1, 2023.

The Joint City/GUC Pay and Benefits Committee unanimously recommends approval of the new pay plan structure and implementation as recommended by staff.

We look forward to seeing you at the upcoming Joint Meeting on September 19, 2022 at 6:00 p.m. in the City Council Chambers.

cc: Ken Graves, COG Assistant City Manager
Chris Padgett, GUC Assistant General Manager/Chief Administrative Officer
Leah Futrell, COG Director of Human Resources
Richie Shreves, GUC Director of Human Resources

PROPOSED MINUTES
JOINT MEETING OF THE GREENVILLE CITY COUNCIL
AND THE GREENVILLE UTILITIES COMMISSION
BOARD OF COMMISSIONERS
MONDAY, APRIL 25, 2022

Having been properly advertised, a joint session of the Greenville City Council and the Greenville Utilities Commission Board of Commissioners (GUC Board) was held on Monday, April 25, 2022, at 6:09 p.m. in City Council Chambers located at 200 West Fifth Street, Greenville NC.

Mayor Connelly called the meeting to order for the City Council and ascertained that a quorum was present via roll call by Valerie Shiuwegar.

Chair Stoughton called the meeting to order for the GUC Board and ascertained that a quorum was present via roll call by Amy Wade.

Those present from the City Council:

Mayor P.J. Connelly, Mayor Pro-Tem Rose H. Glover, and Council Members Will Bell, Monica Daniels, Rick Smiley, and Brian V. Meyerhoeffer

Those absent from the City Council:

William F. Litchfield, Jr.

Also present from the City of Greenville:

Ann E. Wall, City Manager; Michael Cowin, Deputy City Manager; Ken Graves, Assistant City Manager; Emanuel McGirt, City Attorney; Valerie Shiuwegar, City Clerk; Camillia Smith, Deputy City Clerk; Krystal Roebuck, Administrative Assistant; Leah Futrell, Director of Human Resources; Steven Brewington, Human Resources Manager; Travis Tallent, Human Resources Manager; and Brock Letchworth, Public Information Officer

Those present from the GUC Board:

Chair Tommy Stoughton, Commissioners Minnie J. Anderson, Kelly L. Darden, Jr., Lindsey Griffin, Peter Geiger, Kristin Braswell, Ferrell L. Blount III, and Ann E. Wall

Those absent from the GUC Board:

None

Also present from the Greenville Utilities Commission:

Tony Cannon, General Manager/CEO; Jeff McCauley, Chief Financial Officer; Phillip R. Dixon, General Counsel; Richie Shreves, Director of Human Resources; Lena Preville, Senior Human Resources Manager; Amy Wade, Executive Assistant to the General Manager/CEO; and Lou Norris, Secretary to the General Manager/CEO

Other guests included Ed Carter, Scott Wiseman, and Bobby Weatherly.

APPROVAL OF THE AGENDA

Upon motion by Council Member Bell and seconded by Council Member Smiley, the Greenville City Council unanimously approved the agenda as presented.

Upon motion by Commissioner Darden and seconded by Commissioner Anderson, the GUC Board unanimously approved the agenda as presented.

PUBLIC COMMENT PERIOD

Mayor Connelly opened the public comment period at 6:11 p.m. and explained the procedures to be followed by anyone who wished to speak.

Ed Carter: 104 Fireside Road, Greenville, NC

Mr. Ed Carter is the Chair of the North of the River Association. Mr. Carter discussed his concern with a crypto mining business coming to Greenville and Pitt County. He believes the City should require outside reports on the financial and environmental concerns of crypto mining and its impacts on the community before any contracts are signed.

He wants to bring good businesses that are respectful of the community and that bring more than a handful of jobs. They would like to see transparency and would like a moratorium until there is community engagement.

Mr. Carter stated that the studies that he has read show that communities are suffering for lack of oversight. He asks for an environmental and economic impact study be performed for the best interest of Greenville.

Scott Wiseman: 404 Treybrooke Circle, Apartment 34, Greenville, NC

Mr. Scott Wiseman is with the Friends of Greenville Greenway and also representing the Sierra Club Cypress Group with over 700 members in the Pitt County and 18 other counties in North Eastern and Eastern North Carolina. He supports the concerns of the North of the River Association about crypto mining coming to Pitt County and how it will affect the community. As the Sierra Club's regional member group, the Cypress Group shares the concerns and supports the North of the River Association to mitigate the adverse or environment impacts of crypto mining and wants to educate the public on the environmental impact of crypto mining. Mr. Wiseman provided detailed information on the report findings of adverse effects on other communities where there is crypto mining and how it could potentially affect our community. He added that there are few jobs and benefits to the community.

Bobby Weatherly: 407 Raintree Drive, Greenville, NC

Mr. Bobby Weatherly stated that he is a city taxpayer, utility consumer, and supporter of the North of the River Association. He is concerned of the lack of transparency with respect to Greenville Utilities Commission. He referenced a recent article in the Daily Reflector whereby a proposed project was to build a 7.2-mile 115kw transmission line at a cost of \$8.9 million and would likely increase due to the price of steel increasing. He stated that although the price of steel did increase for over 18 years up to November 2020, he reviewed the Producer Price Index by commodity that indicated that beginning November 2021, the price index fell 30% and continues to fall. He feels it is reasonable to expect prices to fall back into the normal range which would substantially lower the cost of the structures and transformers.

He added that the major issue he brings forth is the cost and forecasted increase will be borne by the rate payers which are those people who have to make decisions when deciding what bills to pay on any given month. He reported the negative impact this type of business has had on other communities that have a data mining facility and he would like the assurance that citizens will not be exposed to the excessive noise and higher electric bills as those communities have suffered.

There being no other guests who wished to speak during the Public Comment period, Mayor Connelly closed the public comment period at 6:22 p.m.

APPROVAL OF PROPOSED MINUTES- SEPTEMBER 20, 2021

Upon motion by Council Member Smiley and seconded by Mayor Pro-Tem Glover, the Greenville City Council unanimously approved the September 20, 2021 Joint Minutes as presented.

Upon motion by Commissioner Braswell and seconded by Commissioner Anderson, the GUC Board unanimously approved the September 20, 2021 Joint Minutes as presented.

CONSIDERATION OF MARKET ADJUSTMENT/MERIT ALLOCATION FOR FY 2022-23

City Manager/GUC Commissioner Ann Wall called both Directors of Human Resources, Leah Futrell and Richie Shreves, forward to present the next items.

Ms. Futrell reminded the group that the Joint Pay and Benefits Committee meets each spring to evaluate market data and make recommendations to the GUC Board of Commissioners and the Greenville City Council.

Ms. Futrell stated the objective is to maintain an effective pay system for our employees that is internally equitable and compatible and is as competitive as possible in relation to the external marketplace. She added, as in previous years, data is collected from various sources to provide the Committee information related to the market, so an informed decision on the merit allocation and market adjustment can be determined for the upcoming year.

Survey Groups:

This year, data was collected from 7 reputable survey groups consisting of Catapult, Economic Research Institute (ERI), Korn Ferry, Mercer, The Conference Board, Willis Towers Watson and WorldatWork. Ms. Futrell noted that ERI and The Conference Board are new sources that were added and are well-respected and represent public and private organizations. Aon Hewitt was used in previous years and was removed as they provide mostly international survey data. The wage projections and trends of these survey groups for 2022 are relatively consistent, collectively averaging 3.6%.

Survey Company	Projection
Catapult (fka CAI)*	2.8%
Economic Research Institute (ERi)	4.4%
Korn Ferry	3.4%
Mercer	3.35%
The Conference Board	3.9%
Willis Towers Watson	3.4%
WorldatWork	4.0%

**COG and GUC have traditionally used CAI (now Catapult) as the primary benchmark guide*

Public-sector and Private-sector benchmarks:

Staff also surveyed established public-sector benchmark organizations and local private-sector employers to determine their plans related to compensation decisions.

- Twenty-four of the 26 public-sector organizations, comprised of municipalities and utilities, responded with an average increase of 3.9% (market and/or merit) in FY 2021-22. Most entities are still developing their FY 2022-23 budgets; however, three of these public-sector employers provided their projections, with an average pay increase of 3.8% (market and/or merit) for FY 2022-23.
- Ten of the 19 local private-sector employers responded and reported an average increase of 2.7% (market and/or merit) for FY 2021-22 and projections averaging 3.0% for FY 2022-23.

GUC/COG Combined Market and Merit Benchmark History:

Fiscal Year	Private Sector	Public Sector	City/GUC
2020-21	2.1%	2.2%	2.0%
2021-22	2.7%	3.9%	2.0%
2022-23	3.0%*	3.8%*	TBD

•The private & public sector data represents projections collected during the Spring of each year as part of the Pay & Benefits planning process.

"Due to the Pandemic, no public or private sector data was collected in 2020; however, actuals for 2020 were collected in early 2021 as part of the Pay & Benefits planning process.

Ms. Futrell stated the recommendation of the Joint Pay and Benefits Committee from their March 22 meeting is to fund an employee market/merit adjustment of 4.0% for FY 2022-23, to be applied as deemed appropriate by each entity, in order to improve market competitiveness of salaries.

There was discussion and comments from City Manager Ann Wall and General Manager/CEO Cannon about the challenges that staff are seeing with recruitment and retention of employees.

Council Member Smiley moved to fund an employee market/merit adjustment of 4.0% for FY 2022-2023, to be applied as deemed appropriate. Council Member Bell seconded the motion, which passed by unanimous vote.

Commissioner Griffin moved to fund an employee market/merit adjustment of 4.0% for FY 2022-2023, to be applied as deemed appropriate. Commissioner Darden seconded the motion, which passed by unanimous vote.

CONSIDERATION OF SALARY STRUCTURE ADJUSTMENT FOR FY 2022-23

Ms. Shreves reminded the City Council and GUC Board that Segal, the City’s and GUC’s classification and compensation consultant, recommends reviewing salary structures annually to ensure they remain competitive in the market. Segal uses and recommends WorldatWork data because their Salary Budget Survey is the largest and most trusted resource of salary structure adjustment data used by compensation professionals nationally and internationally. WorldatWork projects salary structures to increase by 2.1% for 2022. City and GUC salary structures were not updated for FY’s 2020-21 or 2021-22. In order to maintain market competitiveness, it is recommended that salary structures be adjusted by 2.1% for 2022-23.

Ms. Shreves stated this means that effective July 1, 2022, the minimum and maximum ranges of each pay grade will be increased by 2.1% and the mid-point recalculated accordingly.

There was discussion from Mayor Pro-Tem Glover about employees' reviews/evaluations and how merit increases are applied for the City. City Manager Ann Wall stated that the City Manager's office does review each merit pay increase during the review process.

Council Member Smiley made a motion to approve a 2.1% salary adjustment to salary structures for FY 2022-23. Council Member Bell seconded the motion, which passed by unanimous vote.

Commissioner Geiger made a motion to approve a 2.1% salary adjustment to salary structures for FY 2022-23. Commissioner Braswell seconded the motion, which passed by unanimous vote.

UPDATE ON COMPENSATION STUDY

Ms. Shreves stated that similar to other public and private sector organizations nationwide, the City and GUC are experiencing issues with the recruitment and retention of qualified staff and have, therefore, embarked upon a True Up Market Study with Segal. Over the course of the next several months, Segal will survey peer organizations to collect compensation data related to approximately 130 positions within the City and GUC. The peer organizations and benchmark positions were collectively identified by the City and GUC. Segal will also use published survey data in order to consider relevant private sector market data. Once all data has been collected, reviewed, and analyzed, Segal will prepare a report detailing their methodology, findings, and recommendations. Results from the Study are expected to be reported by mid-summer.

There is funding included in the FY 2022-23 budget for when the study is received so that findings can be implemented.

ADJOURNMENT

There being no further discussion, Commissioner Braswell moved to adjourn the meeting, and Commissioner Geiger seconded the motion, which passed by unanimous vote. Chair Stoughton adjourned the meeting for the GUC Board at 6:51 p.m.

There being no further discussion, Council Member Bell moved to adjourn the meeting, and Council Member Daniels seconded the motion, which passed by unanimous vote. Mayor Connelly adjourned the meeting for the City Council at 6:51 p.m.

Respectfully submitted,

Amy Carson Wade
Executive Secretary

APPROVED:

Kelly L. Darden, Jr.
Secretary



Joint City Council / GUC Board of
Commissioners Meeting

2023 Health Plan Renewals

City of Greenville
Greenville Utilities Commission

September 19, 2022

welcome to brighter



3-Year Strategy

2023 and beyond

2023 Plan Year

- Target 80% ER/20% EE cost share. Continue to monitor market for shifts in strategy.
- Maintain plan designs – consider minor changes to align with benchmarks
- Review care management enhancements through medical carrier or outside point solutions
- Review HSA incentives and adjust based on market data – continue initial and ongoing incentives
- Continued promotion of onsite clinic (ECU Health)

2024 Plan Year

- Continue 80%/20% cost share target
- Review carrier lineup and ensure that all carriers align with current goals
- Evaluate ROI on implemented point solution(s) – decide whether to continue or discontinue
- Promote onsite clinic initiatives – growing awareness and drive wellness activities to solution
- Review population trends and add point solution(s) to address current market cost drivers as necessary

2025 Plan Year

- Continue 80%/20% cost share target
- Review carrier lineup and ensure that all carriers align with current goals
- Ongoing monitoring of plan cost to maintain appropriate actuarial balance to minimize selection risk
- Continue evaluation of new offering in the market that make sense based on data analysis



Changes and beyond

2019 – 2022

2022

- Added Cancer Expert Now as a Cancer COE for the COG/GUC population
- Enhanced the Omada offering to Omada Complete
- Added Cigna's Condition Specific Care program
- Kept medical rates and contributions the same as 2021
- Kept dental rates and contributions at same levels as 2021

2021

- Added Patient Assurance programs for the PPO style plans
- Added SaveonSP

2020

- Added Omada, a weight-loss and pre-diabetes coaching program to help reduce the risk of obesity-related chronic diseases
- No changes to the medical, dental, or vision plan designs
- No changes to medical or dental employee contributions

2019

- Moved to the Value PDL Rx formulary
- 7.5% increase to all contributions across the board to get to a 82% cost share
- Increased dental contributions 7.7%.

COG/GUC has been able to hold rates and contributions flat for 3 years from 2020-2022

Total medical & pharmacy Year-to-date (YTD) July 2022

0.3% of Members produced 13.4% of claims (HCC)

HCC threshold of \$100k



Cost & budget summary

Gross paid claims

\$11.0m

8.2% Prior YTD differential
8.3% Rolling 12 month differential

Adjusted paid claims

\$9.8m

4.8% Prior YTD differential
6.0% Rolling 12 month differential

Fixed costs

\$1.1m

3.2% Prior YTD differential
1.2% Rolling 12 month differential

Gross plan cost

\$10.9m

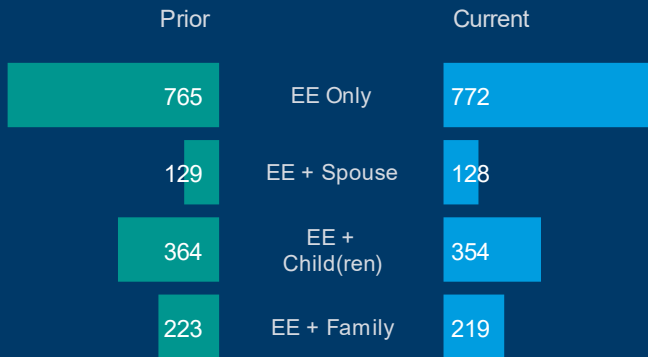
4.6% Prior YTD differential
5.5% Rolling 12 month differential

Gross budget

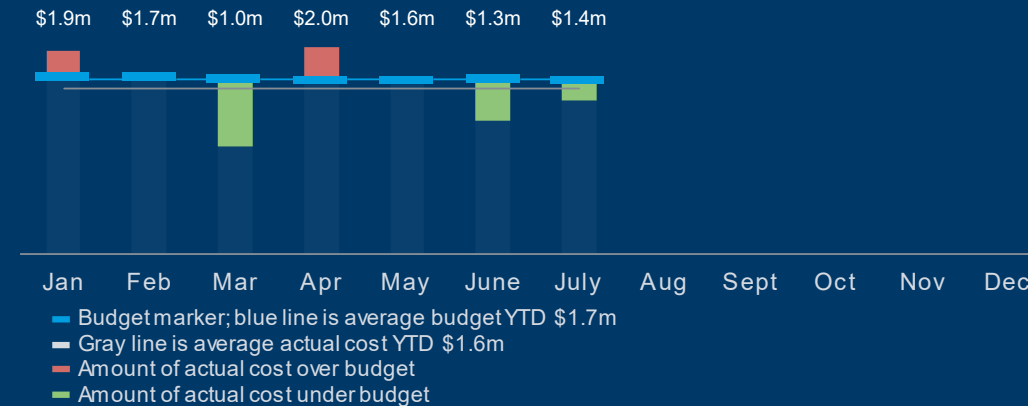
\$11.6m

-1.3% Prior YTD differential
-0.9% Rolling 12 month differential

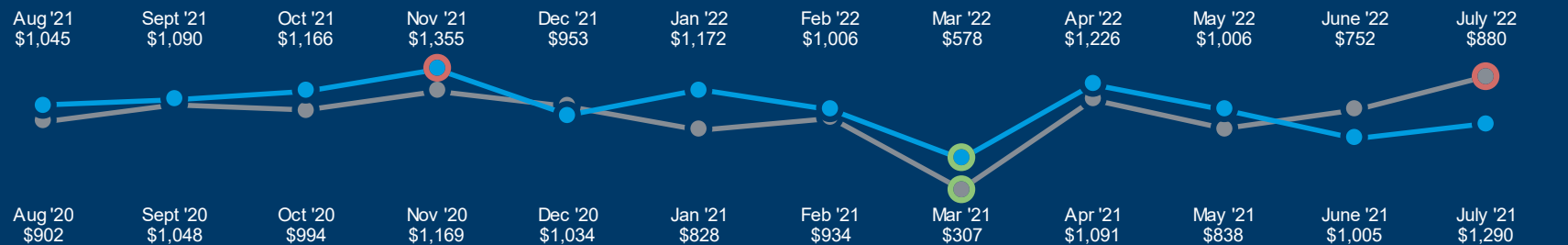
Average enrollment



Gross plan cost vs gross budget



PEPM claims by month



2022 & 2023 Projections

Assumptions and Caveats

Projection Assumptions	Medical/Rx	Dental
Scenario	Proposed	Proposed
Experience Period	June 2020 - July 2022	May 2021 - June 2022
Weight on last 12 months	75%	100%
Claim Trend	5.50% Med / 8.00% Rx	3.75%
Margin	0.40%	0.00%
COVID	Adjusted 2020 experience to reflect market study of care deferrals and COVID costs; No adjustment to recent claims assuming 2021 is new baseline	

- Adjustments were made to the historical claims experience to reflect current (2022) plan designs, Rx formulary, and plan and tier migration
- Smoker and spousal surcharges estimated based on census data provided by COG & GUC
- 2023 ASO fees are increasing by 3.0% (per Cigna renewal) and SL fees are assumed to increase by 15.0%
- Employer HSA funding amounts of \$500/\$1,000 for single/dependent tiers is assumed to remain unchanged
- Rx rebates are included in projections based on estimates provided by Cigna for 2022 and assumed to increase by 8.0% for 2023
- SaveOnSP shared savings fees are assumed to be approximately 1.5% of total Rx claims based on CY2021 utilization

2022 Reforecast

Medical/Rx/Vision

- 2022 Reforecast gross and net costs are **\$20.5M** and **\$17.3M**, respectively
 - COG/GUC net cost has increased from the Final 2022 Projection and Budget mostly due to higher than expected 2021 trend and YTD2022 claims running above budget

Final 2022 Projection Data through June 2021	
AGGREGATE	
Total Gross Cost	\$20.1M
Total Employee Cost	\$3.3M
COG/ GUC Net Cost	\$16.8M
COG/ GUC Cost Share	83.6%
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PEPY	
Gross Cost	\$13,597
Contributions & Surcharges	(\$2,224)
COG/ GUC Net Cost	\$11,374
Enrollment	1,475

2022 Budget PE Rates x July 2022 Enrollment			
vs. Final 2022 Projection			
	\$	%	
\$19.7M	(\$0.4M)	-1.8%	
\$3.2M	(\$0.1M)	-2.2%	
\$16.5M	(\$0.3M)	-1.7%	
83.7%			
<hr/>			
vs. Final 2022 Projection			
	\$	%	
\$13,515	(\$83)	-0.6%	
(\$2,201)	\$23	-1.0%	
\$11,314	(\$60)	-0.5%	
1,458	-17	-1.2%	

2022 Reforecast Data through July 2022 Enrollment				
vs. Final 2022 Projection			vs. 2022 Budget	
	\$	%	\$	%
\$20.5M	\$0.5M	2.4%	\$0.8M	4.2%
\$3.2M	(\$0.1M)	-2.2%	\$0.0M	0.0%
\$17.3M	\$0.6M	3.3%	\$0.8M	5.1%
84.4%				
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vs. Final 2022 Projection			vs. 2022 Budget	
	\$	%	\$	%
\$14,087	\$490	3.6%	\$573	4.2%
(\$2,201)	\$23	-1.0%	\$0	0.0%
\$11,887	\$513	4.5%	\$573	5.1%
1,458	-17	-1.2%	0	0.0%

2023 proposed plan designs – PPO plans vs. benchmarking

	City of Greenville / Greenville Utilities Commission		NC 500+	Utilities 500+	City Governments 500+	South 500+
Plan	Enhanced Plan	Core Plan	PPO			
In-Network Deductible (Individual / Family)	\$600 / \$1,200 ●	\$750 / \$1,500 ●	\$1,000 / \$2,250	\$500 / \$1,500	\$550 / \$1,500	\$750 / \$1,800
Out of Network Deductible (Individual / Family)	\$1,200 / \$2,400 ●	\$1,500 / \$3,000 ●	\$2,250 / \$5,700	\$1,100 / \$2,750	\$1,200 / \$2,500	\$1,500 / \$3,600
Out-of-Pocket Maximum (Individual / Family)						
In-Network	\$2,500 / \$5,000 ●	\$3,500 / \$7,000 ●	\$4,500 / \$10,000	\$3,050 / \$7,000	\$3,000 / \$6,600	\$3,500 / \$7,800
Out-of-Network	\$5,000 / \$10,000 ●	\$7,000 / \$14,000 ●	\$9,000 / \$18,750	\$5,500 / \$11,500	\$6,000 / \$12,000	\$6,350 / \$14,000
Physician Visit						
PCP	\$20 Copay ●	\$25 Copay ●	\$25 Copay	\$25 Copay	\$20 Copay	\$25 Copay
SPC	\$40 Copay ●	\$50 Copay ●	\$50 Copay	\$40 Copay	\$40 Copay	\$45 Copay
Emergency Room	Member pays 20% after Ded ●	Member pays \$150 copay then 20% ●	\$200 Copay	\$150 Copay	\$150 Copay	\$200 Copay
Coinsurance						
In-Network	20% Coinsurance ●	20% Coinsurance ●	20% Coinsurance	20% Coinsurance	20% Coinsurance	20% Coinsurance
Out-of-Network	40% Coinsurance ●	40% Coinsurance ●	40% Coinsurance	40% Coinsurance	40% Coinsurance	40% Coinsurance
Rx (Retail)						
Tier 1	\$10 ●	\$10 ●	\$13	\$10	\$9	\$11
Tier 2	\$35 ●	\$35 ●	\$33	\$28	\$29	\$35
Tier 3	\$60 ●	\$60 ●	\$62	\$44	\$50	\$59
Tier 4	\$150 ●	\$150 ●	\$118	\$68	\$85	\$106
Actuarial Value	89.4% ●	87.3% ●	86.0%	89.6%	89.2%	87.5%

Plan changes from 2022 indicated in blue

● Richer than benchmarks ● Near benchmarks ● Less rich than benchmarks

2023 proposed plan designs – HSA plans vs. benchmarking

	City of Greenville / Greenville Utilities Commission	NC 500+	Utilities 500+	City Governments 500+	South 500+
Plan	HSA Plan	HSA			
In-Network Deductible (Individual / Family)	\$1,500 / \$3,000 ●	\$2,000 / \$4,000	\$1,500 / \$3,400	\$2,825 / \$5,650	\$2,000 / \$4,000
Out of Network Deductible (Individual / Family)	\$3,000 / \$6,000 ●	\$4,000 / \$8,000	\$3,000 / \$6,000	\$3,000 / \$6,000	\$4,000 / \$8,000
Out-of-Pocket Maximum (Individual / Family)					
In-Network	\$3,000 / \$6,000 ●	\$4,000 / \$8,000	\$3,800 / \$7,100	\$4,500 / \$7,425	\$4,000 / \$8,000
Out-of-Network	\$6,000 / \$12,000 ●	\$8,000 / \$16,000	\$7,200 / \$14,000	\$10,000 / \$20,000	\$8,000 / \$16,000
Account Funding (Individual / Family)	\$500 / \$1,000 ●	\$500 / \$1,000	\$725 / \$1,350	\$700 / \$1,400	\$500 / \$1,050
Coinsurance In-Network	20% Coinsurance ●	20% Coinsurance	20% Coinsurance	20% Coinsurance	20% Coinsurance
Rx (Retail)	Member pays 20% after Deductible is met ●	Member pays 20% after Deductible is met	Member pays 20% after Deductible is met	Member pays 20% after Deductible is met	Member pays 20% after Deductible is met
Actuarial Value with Contributions	80.8% ●	81.0%	84.9%	80.4%	80.4%
Actuarial Value without Contributions	85.9% ●	82.3%	86.2%	82.7%	82.5%

● Richer than benchmarks ● Near benchmarks ● Less rich than benchmarks

2023 Projection Proposed Plans

Medical/Rx/Vision

- 2023 required rate increase based on COG/GUC's proposed estimate is **10.0%** over 2022 Budget
- Assuming the increase is shared evenly with employees, COG/GUC net costs are **\$18.2M**.

2022 Budget PE Rates x July 2022 Enrollment			
		<i>vs. Final 2022 Projection</i>	
AGGREGATE		\$	%
Total Gross Cost	\$19.7M	(\$0.4M)	-1.8%
Total Employee Cost	\$3.2M	(\$0.1M)	-2.2%
COG/ GUC Net Cost	\$16.5M	(\$0.3M)	-1.7%
COG/ GUC Cost Share	83.7%		
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		<i>vs. Final 2022 Projection</i>	
PEPY		\$	%
Gross Cost	\$13,515	(\$83)	-0.6%
Contributions & Surcharges	(\$2,201)	\$23	-1.0%
COG/ GUC Net Cost	\$11,314	(\$60)	-0.5%
Enrollment	1,458	-17	-1.2%

2023 Proposed Projection Data through July 2022 Enrollment		
		<i>vs. 2022 Budget</i>
	\$	%
\$21.7M	\$2.0M	10.0%
\$3.5M	\$0.3M	9.4%
\$18.2M	\$1.7M	10.1%
83.8%		
<hr/>		
		<i>vs. 2022 Budget</i>
	\$	%
\$14,868	\$1,354	10.0%
(\$2,408)	(\$207)	9.4%
\$12,461	\$1,147	10.1%
1,458	0	0.0%

2022 & 2023 Employee Contributions

Medical/Rx/Vision – Recommended Approach: Different EE/Dep Increase

2022-2023 Medical/ Rx Contributions- Biweekly															
2023 Scenario	<\$32,278			\$32,278 - \$46,951			\$46,952 - \$61,623			>\$61,623			Retirees		
	5% increase to EE Only tier and 11% increase to Dependent tiers			5% increase to EE Only tier and 11% increase to Dependent tiers			5% increase to EE Only tier and 11% increase to Dependent tiers			5% increase to EE Only tier and 11% increase to Dependent tiers			5% increase to EE Only tier and 11% increase to Dependent tiers		
	2022	2023	Change	2022	2023	Change	2022	2023	Change	2022	2023	Change	2022	2023	Change
HSA															
EE Only	\$6.34	\$6.66	\$0.32	\$7.53	\$7.90	\$0.38	\$8.72	\$9.15	\$0.44	\$9.90	\$10.40	\$0.50	n/a	n/a	n/a
EE + Sp	\$53.23	\$59.10	\$5.86	\$63.20	\$70.16	\$6.96	\$73.19	\$81.25	\$8.06	\$83.18	\$92.35	\$9.16	n/a	n/a	n/a
EE + Ch	\$51.97	\$57.69	\$5.72	\$61.71	\$68.50	\$6.80	\$71.46	\$79.33	\$7.87	\$81.18	\$90.13	\$8.94	n/a	n/a	n/a
EE + Family	\$75.99	\$84.36	\$8.37	\$90.26	\$100.20	\$9.94	\$104.50	\$116.01	\$11.51	\$118.76	\$131.84	\$13.08	n/a	n/a	n/a
Core															
EE Only	\$19.60	\$20.58	\$0.98	\$21.51	\$22.59	\$1.08	\$25.46	\$26.73	\$1.28	\$29.39	\$30.86	\$1.47	\$15.81	\$16.60	\$0.79
EE + Sp	\$82.29	\$91.36	\$9.06	\$90.33	\$100.28	\$9.95	\$106.90	\$118.67	\$11.78	\$123.44	\$137.04	\$13.60	\$363.56	\$403.61	\$40.05
EE + Ch	\$80.35	\$89.20	\$8.85	\$88.18	\$97.90	\$9.71	\$104.36	\$115.86	\$11.50	\$120.52	\$133.79	\$13.28	\$347.75	\$386.06	\$38.31
EE + Family	\$117.50	\$130.44	\$12.94	\$128.97	\$143.17	\$14.21	\$152.61	\$169.42	\$16.81	\$176.24	\$195.65	\$19.41	\$647.51	\$718.84	\$71.33
Enhanced															
EE Only	\$35.65	\$37.43	\$1.79	\$38.01	\$39.92	\$1.90	\$42.87	\$45.02	\$2.15	\$47.72	\$50.11	\$2.39	\$36.15	\$37.96	\$1.81
EE + Sp	\$149.73	\$166.22	\$16.49	\$159.63	\$177.21	\$17.58	\$180.03	\$199.86	\$19.83	\$200.42	\$222.50	\$22.08	\$406.26	\$451.01	\$44.75
EE + Ch	\$146.16	\$162.26	\$16.10	\$155.80	\$172.96	\$17.16	\$175.75	\$195.11	\$19.36	\$195.66	\$217.21	\$21.55	\$389.44	\$432.34	\$42.90
EE + Family	\$213.80	\$237.35	\$23.55	\$227.91	\$253.02	\$25.11	\$257.04	\$285.36	\$28.31	\$286.17	\$317.69	\$31.52	\$708.49	\$786.53	\$78.04

- These scenarios target sharing a higher cost increase for dependents. From 2020 to 2021, COG/GUC spouses costed on average 1.2-1.5 times more than employees.
- This assumes the employee only tier increase is half of the required rate increase (e.g., the Proposed rate increase is 10.0% so the employee only tier increase is 5.0%)
- The dependent tier increase is set so that the overall increase is shared evenly between COG/GUC and employees (e.g., the Proposed rate increase is 10.0%, by charging EE Only +5.0% and Dependent tiers + 11.0%, the average contribution increase for all tiers is +10.0%)

Total dental

Year-to-date (YTD) July 2022

Cost & budget summary

Gross paid claims

\$597.8k

-4.0% Prior YTD differential
-1.4% Rolling 12 month differential

Fixed costs

\$28.0k

0.2% Prior YTD differential
1.0% Rolling 12 month differential

Gross plan cost

\$625.8k

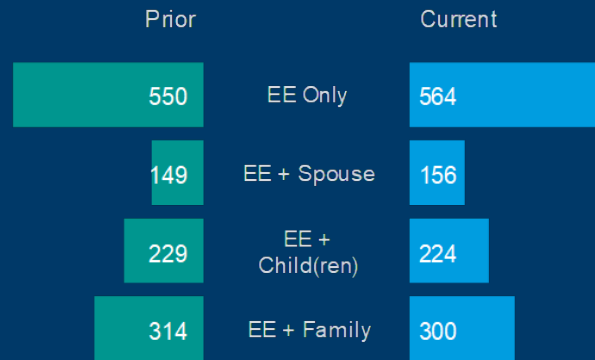
-3.8% Prior YTD differential
-1.3% Rolling 12 month differential

Gross budget

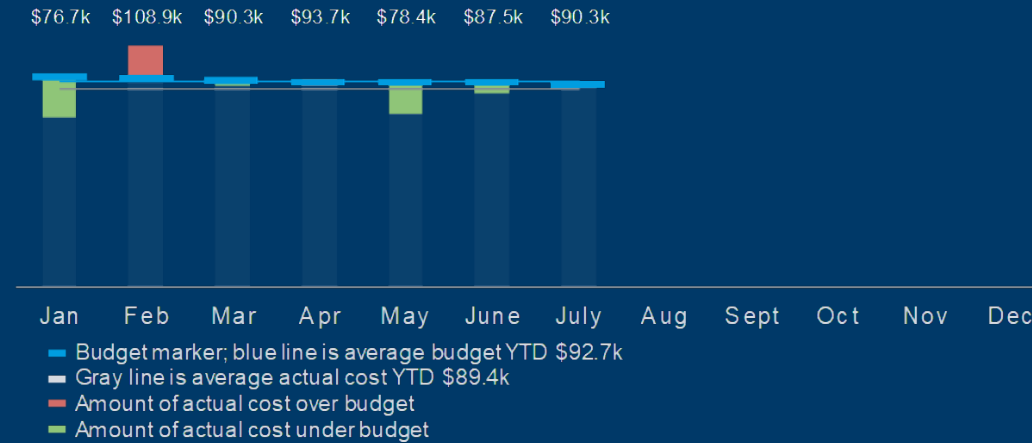
\$648.9k

-0.4% Prior YTD differential
0.6% Rolling 12 month differential

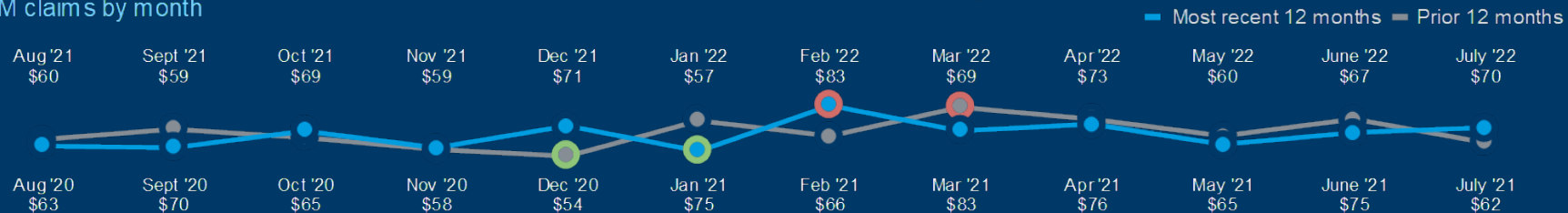
Average enrollment



Gross plan cost vs gross budget



PEPM claims by month



2022 & 2023 Projections

Dental

- 2022 Reforecast gross and net costs are **\$1,040K** and **\$551K**, respectively
 - COG/GUC net cost has decreased slightly from the Final 2022 Projection mostly due to favorable claims experience in late 2021 and early 2022
- 2023 rates could decrease **2.3%** from current 2022 rates
 - Assuming employee contributions remain flat, projected 2023 net costs are **\$589K**

Final 2022 Projection Data through June 2021	
AGGREGATE	
Total Gross Cost	\$1,112K
Employee Contributions	\$492K
COG/GUC Net Cost	\$620K
COG/GUC Cost Share	55.7%
<hr/>	
PEPY	
Gross cost	\$901
Contributions & Surcharges	<u>(\$399)</u>
COG/GUC Net Cost	\$502
Enrollment	1,234

2022 Budget PE Rates x June 2022 Enrollment			
vs. Final 2022 Projection			
	\$	%	
Total Gross Cost	\$1,103K	(\$9K)	-0.8%
Employee Contributions	\$489K	(\$4K)	-0.7%
COG/GUC Net Cost	\$614K	(\$5K)	-0.9%
COG/GUC Cost Share	55.7%		
<hr/>			
vs. Final 2022 Projection			
	\$	%	
Gross cost	\$892	(\$10)	-1.1%
Contributions & Surcharges	<u>(\$395)</u>	<u>\$4</u>	<u>-1.0%</u>
COG/GUC Net Cost	\$497	(\$6)	-1.1%
Enrollment	1,237	3	0.2%

2022 Reforecast Data through June 2022 Enrollment					
vs. Final 2022 Projection			vs. 2022 Budget		
	\$	%		\$	%
Total Gross Cost	\$1,040K	(\$72K)	-6.5%	(\$63K)	-5.7%
Employee Contributions	\$489K	(\$4K)	-0.7%	\$0K	0.0%
COG/GUC Net Cost	<u>\$551K</u>	(\$69K)	-11.1%	(\$63K)	-10.3%
COG/GUC Cost Share	53.0%				
<hr/>					
vs. Final 2022 Projection			vs. 2022 Budget		
	\$	%		\$	%
Gross cost	\$841	(\$60)	-6.7%	(\$51)	-5.7%
Contributions & Surcharges	<u>(\$395)</u>	<u>\$4</u>	<u>-1.0%</u>	<u>\$0</u>	<u>0.0%</u>
COG/GUC Net Cost	\$446	(\$57)	-11.3%	(\$51)	-10.3%
Enrollment	1,237	3	0.2%	0	0.0%

2023 Status Quo Projection Data through June 2022 Enrollment					
vs. 2022 Budget			vs. 2022 Reforecast		
	\$	%		\$	%
Total Gross Cost	\$1,078K	(\$25K)	-2.3%	\$38K	3.7%
Employee Contributions	\$489K	\$0K	0.0%	\$0K	0.0%
COG/GUC Net Cost	\$589K	(\$25K)	-4.1%	\$38K	6.9%
COG/GUC Cost Share	54.7%				
<hr/>					
vs. 2022 Budget			vs. 2022 Reforecast		
	\$	%		\$	%
Gross cost	\$872	(\$20)	-2.3%	\$31	3.7%
Contributions & Surcharges	<u>(\$395)</u>	<u>\$0</u>	<u>0.0%</u>	<u>\$0</u>	<u>0.0%</u>
COG/GUC Net Cost	\$477	(\$20)	-4.1%	\$31	6.9%
Enrollment	1,237	0	0.0%	0	0.0%

2022 & 2023 Rates & Employee Dental – Status Quo: 0% Increase

In light of the small projected decrease (2.3%), Mercer recommends holding rates flat for 2023

Bi-Weekly Contributions

2022 Dental Rates & Contributions - Bi-Weekly					
	Enrollment	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE Cost Share
Dental					
EE Only	301	\$16.13	\$12.76	\$3.37	20.9%
EE + Sp	99	\$33.88	\$21.03	\$12.85	37.9%
EE + Ch	84	\$29.85	\$18.53	\$11.32	37.9%
EE + Family	119	\$48.42	\$30.04	\$18.38	38.0%
Dental Plus					
EE Only	257	\$22.24	\$12.88	\$9.36	42.1%
EE + Sp	55	\$46.71	\$21.30	\$25.41	54.4%
EE + Ch	142	\$41.15	\$18.77	\$22.38	54.4%
EE + Family	178	\$66.72	\$30.41	\$36.32	54.4%

2023 Dental Rates & Contributions - Bi-Weekly						
	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE \$ Increase	EE % Increase	EE Cost Share
Dental						
	\$16.13	\$12.76	\$3.37	\$0.00	0.0%	20.9%
	\$33.88	\$21.03	\$12.85	\$0.00	0.0%	37.9%
	\$29.85	\$18.53	\$11.32	\$0.00	0.0%	37.9%
	\$48.42	\$30.04	\$18.38	\$0.00	0.0%	38.0%
Dental Plus						
	\$22.24	\$12.88	\$9.36	\$0.00	0.0%	42.1%
	\$46.71	\$21.30	\$25.41	\$0.00	0.0%	54.4%
	\$41.15	\$18.77	\$22.38	\$0.00	0.0%	54.4%
	\$66.72	\$30.41	\$36.32	\$0.00	0.0%	54.4%

Monthly Contributions

2022 Dental Rates & Contributions - Monthly					
	Enrollment	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE Cost Share
Dental					
EE Only	301	\$34.95	\$27.65	\$7.30	20.9%
EE + Sp	99	\$73.41	\$45.57	\$27.84	37.9%
EE + Ch	84	\$64.68	\$40.15	\$24.53	37.9%
EE + Family	119	\$104.91	\$65.09	\$39.82	38.0%
Dental Plus					
EE Only	257	\$48.19	\$27.91	\$20.28	42.1%
EE + Sp	55	\$101.20	\$46.14	\$55.06	54.4%
EE + Ch	142	\$89.15	\$40.66	\$48.49	54.4%
EE + Family	178	\$144.57	\$65.88	\$78.69	54.4%

2023 Dental Rates & Contributions - Monthly						
	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE \$ Increase	EE % Increase	EE Cost Share
Dental						
	\$34.95	\$27.65	\$7.30	\$0.00	0.0%	20.9%
	\$73.41	\$45.57	\$27.84	\$0.00	0.0%	37.9%
	\$64.68	\$40.15	\$24.53	\$0.00	0.0%	37.9%
	\$104.91	\$65.09	\$39.82	\$0.00	0.0%	38.0%
Dental Plus						
	\$48.19	\$27.91	\$20.28	\$0.00	0.0%	42.1%
	\$101.20	\$46.14	\$55.06	\$0.00	0.0%	54.4%
	\$89.15	\$40.66	\$48.49	\$0.00	0.0%	54.4%
	\$144.57	\$65.88	\$78.69	\$0.00	0.0%	54.4%

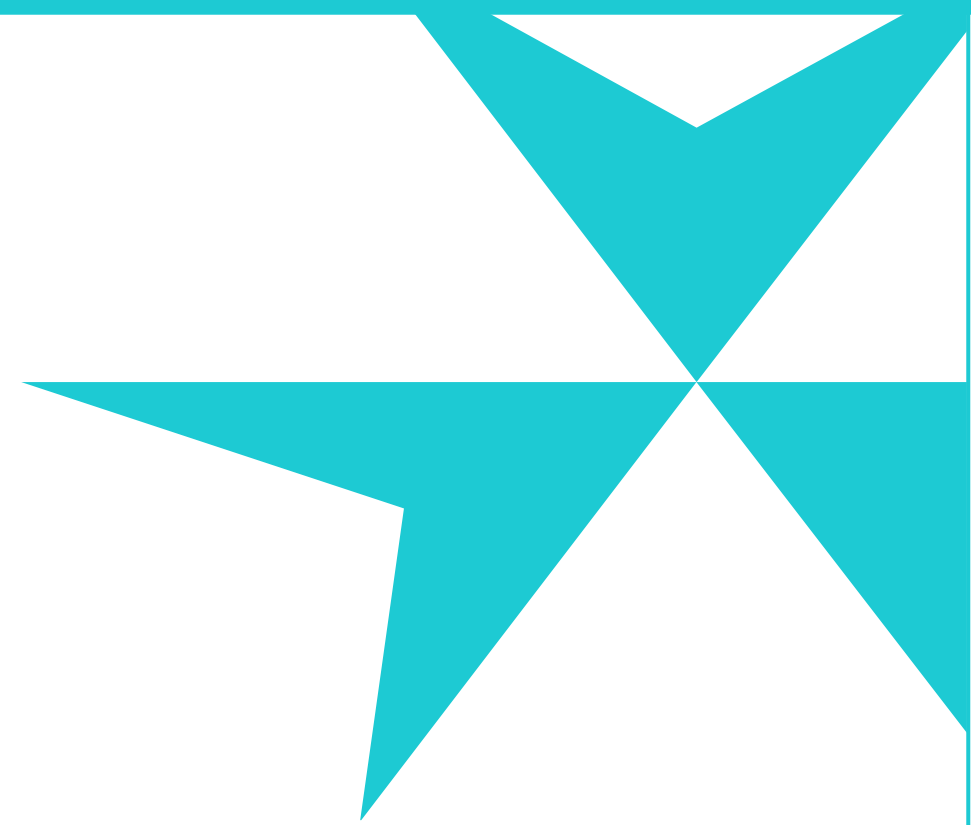
welcome to

brighter





**Greenville
Utilities**



Greenville Utilities Commission and City of Greenville, NC

Five-Year True-Up Market Study

Findings and Recommendations

September 19, 2022 / Ruth Ann Eledge / Mary Ann Edwards

Agenda

- Study Goals & Objectives
- Methodology
- Recommended Pay Schedules
- Next Steps
- Questions and Discussion
- Appendix

Study Goals & Objectives

Goals and Objectives

City of Greenville & Greenville Utilities Commission Compensation Program

Goal #1



Market Competitive and Internally Equitable

Goal #2



Opportunities for Career/Pay Growth

Goal #3

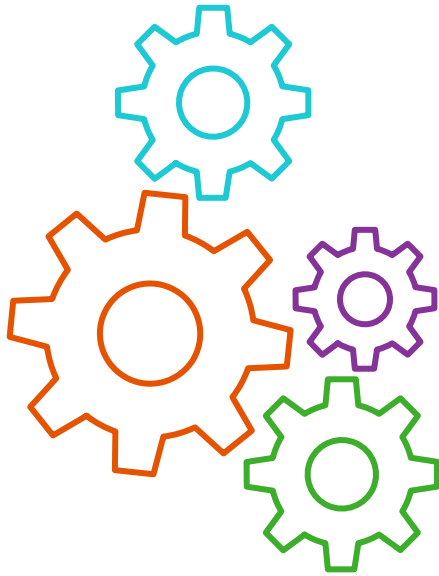


Financially Sustainable

Objective

Successful recruitment and retention of highly qualified and talented leaders and staff who serve our customers and our community

Project Phases



1

Measure market position for base pay, supplemental pay and pay practices.

2

Align pay schedules with current market pay levels and our market philosophy.

3

Develop implementation strategy to improve our competitive position in a fiscally responsible manner

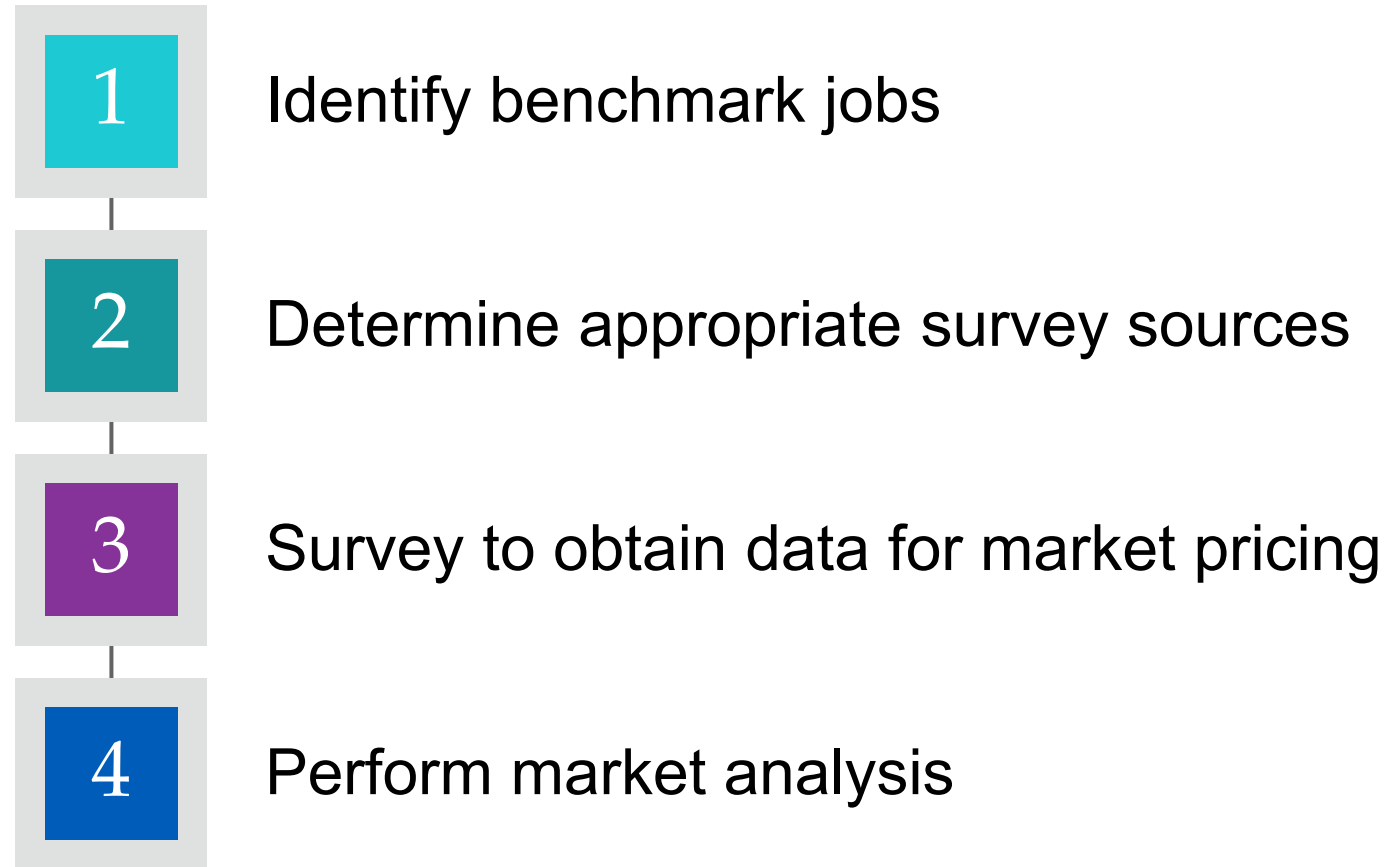
4

Adopt pay structure that applies to both organizations and implement using method that aligns to the unique goals and objectives of GUC & CoG

Methodology

Methodology

Market Assessment Process



Methodology

Benchmark Job Families

• Administrative Support	• Finance	• Public Works
• Animal Protective Services	• Fire/Rescue	• Risk and Safety
• Accounting	• Fleet Maintenance	• Road/Street Maintenance
• Billing & Collections	• Gas Systems Workers	• Sanitation
• Building Facilities Maintenance	• GIS	• Telecommunications
• City Clerk	• Grounds Maintenance	• Traffic Services
• City Management	• Human Resources	• Transit Driver
• Communications/Public Info	• Information Technology	• Tree Trimming / Arborist
• Customer Relations	• Legal & Compliance	• Utility Locator
• Electric Lineworkers	• Marketing	• Utility Metering
• Electric Substation	• Parks and Recreation	• Warehouse
• Electric Control Room	• Planning & Development	• Wastewater Treatment
• Engineering	• Police	• Water Treatment
• Environment	• Procurement	• Water Operations

134 benchmark jobs -57 City jobs / 20 Shared jobs / 57 Utility jobs

Methodology

Market Comparisons *

Three market segments were included in one custom survey, with each segment representing a key aspect of the City’s and/or the Utility’s competitive market:

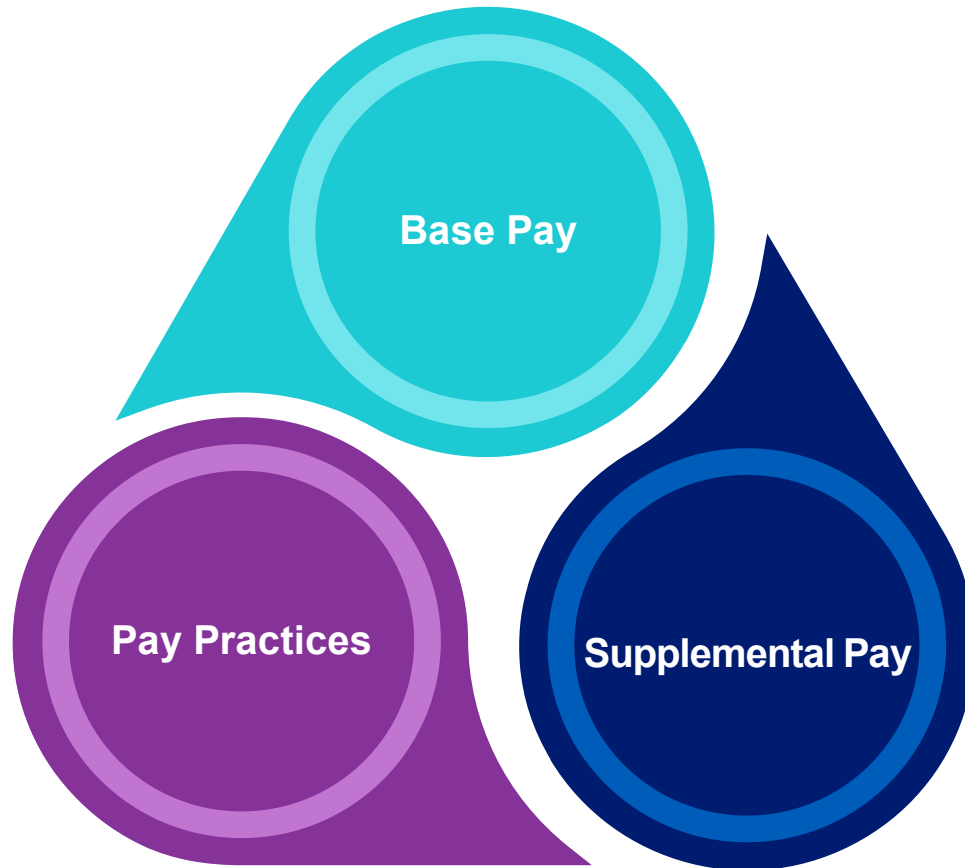
- 15 public sector employers
- 7 utility service providers to capture full-spectrum of services
- 6 published survey data sources - 1 municipal, 3 utility, 2 private sector data sources

Public Sector Employers		Utility Service Providers	Published Surveys
• City of Asheville	• City of Tallahassee	• Cape Fear Public Utility Authority	6 published data sources, collectively representing thousands employers
• City of Concord	• City of Wilmington	• Electricities	
• City of Fayetteville	• City of Wilson	• Fayetteville PWC	
• City of Gastonia	• Guilford County (EMS jobs)	• Gainesville Regional Utilities	
• City of High Point	• Pitt County	• Jacksonville Electric Authority	
• City of Kissimmee (EMS jobs)	• Town of Cary	• Knoxville Utility Board	
• City of Monroe (Utility jobs)	• NC DOT (roads/streets jobs)	• Santee Cooper	
• City of Raleigh (Public Safety jobs)			

* Pay rates for other organizations were geographically adjusted to the Greenville area cost of labor using ERI’s national index

Methodology

Market Survey



Base Pay

- Benchmark jobs
- Range minimums and maximums

Supplemental Pay Practices

- Sign-On bonus
- Retention bonus
- Bilingual Pay
- Tool Allowance
- Employee Referral bonus

Pay Practices

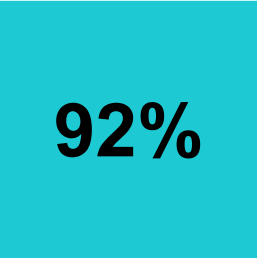
- Salary structure design
- Pay progression process
- Structure adjustments

Market Analysis Results

Summary of Findings



Employees in benchmark positions
(% of Total Population)



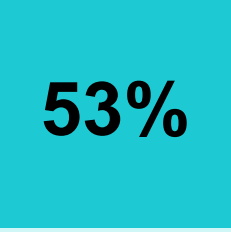
Aggregate competitiveness
to market median

Distribution of Employees in competitive range¹

Within competitive
range



Below competitive
range



Above
competitive range



¹ Competitive range defined as 90% - 110% of market 50th percentile

Recommended Pay Schedules

Proposed New Pay Structures

To better align GUC & CoG's pay structure with the market and maintain a competitive position, we recommend updating the unified general pay structure using the following approach:

General Pay Structure

- Combine the first two pay ranges and maintain 22 open ranges
- Adjust current range structure by 10.1%
 - 8% market adjustment based on market survey in Spring of 2022
 - 2.1% structure adjustment based on World@Work 2022 projected average structure adjustment
- Adjust range width from Minimum to Maximum to 55% to better reflect market (currently 50%)
- Midpoint progression (i.e., the change in range Midpoints from one grade to the next) increases gradually from 5% to 10% through the pay structure
- Change the grade placement of 133 jobs (~31%) to better reflect their market value

Grade structure methodology emphasizes market competitiveness

Proposed New Pay Structures

To better align GUC & CoG's pay structure with the market and maintain a competitive position, we recommend updating the sworn pay structures using the following approach:

Police Pay Structure

- Retain 8 pay ranges in the Sworn Police pay structure based on market average rates
- *Average Survey Minimums* to determine Range Minimum for each grade and aligning Maximums to *Average Survey Maximums*
- Range width varies from 19% to 58%, depending on rank, and based on matching the average range width among peers by rank (current range width varies from 19% to 50%)
- The change in range Minimum from old to new structure averages 3.35%

Fire/Rescue Pay Structure

- Retain 12 pay ranges in the Sworn Fire/Rescue pay structure based on market average rates
- *Average Survey Minimums* to determine Range Minimum for each grade and aligning Maximums to *Average Survey Maximums*
- Range width varies from 5% to 50%, depending on rank, and based on matching the average range width among peers by rank (same as current)
- The change in range Minimum from old to new structure averages 4.25%

Current and Proposed New Pay Structures can be found in the Appendix

Next Steps

Salary Structure Development & Implementation



Paying for the Job

Determined by the correct grade in the structure

Takes into consideration:

- Peer markets
- Pay position relative to the market
- Balance of external vs. internal factors



Paying for the Individual

Determined through pay guidelines and organization's policies

Takes into consideration:

- Skills, knowledge, and experience
- Length of service and/or time in role
- Internal equity
- Performance (if employer offers merit increases)

Finding the organization's sense of balance between these two is key.

Next Steps



Implementation Options

\$

De-compression strategy using time in position to differentiate position in new range; capped at a 10% per employee.

\$\$

De-compression strategy using time in position to differentiate with no cap.

\$\$\$

Maintenance strategy using employee's current compa-ratio to calculate pay in new range.

**GUC & CoG
have agreed
that Option 2
is most
viable**

Implementation

- Replace the current pay schedules with the new schedules
- Adjust employee salaries to 5% above Minimum to create differentiation with new hires after implementation
- Place each employee at a position in range based on time in position or current salary, whichever is greater
- Starting at year 2, every year is “worth” 3% of Minimum for plan implementation

Number of Completed Years in Position	Implementation Placement
< 2	Minimum + 5%
2	Minimum + 6%
3	Minimum + 9%
4	Minimum + 12%
↓	↓
17	Minimum + 51%
18	Minimum + 54%

This is a “decompression” approach to implementation.

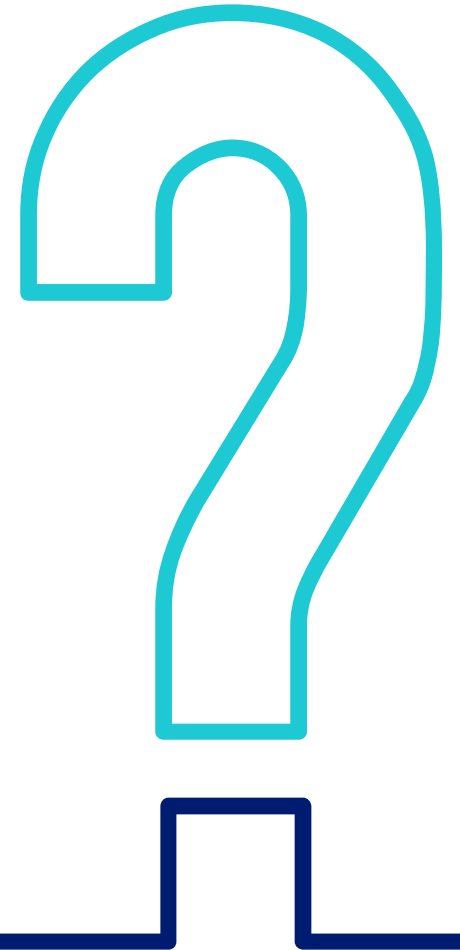
Employee salaries move into the new pay range based on their length of time in the job.

Most adjustments impact employees in the lower and middle pay ranges.

Implementation Cost Summary

CITY OF GREENVILLE, NC AND GREENVILLE UTILITIES COMMISSION						
PAY PLAN IMPLEMENTATION COST SUMMARY						
ADJUSTMENT TO 5% ABOVE NEW RANGE MINIMUM AND COMPRESSION ADJUSTMENT						
Time-in-Position Adjustment Based on 3.0% Above New Range Minimum For Each Full Year in Position						
	COG				GUC	Overall
	General	Fire	Police	COG Total		Total
Current Base Salary	\$21,304,545.60	\$8,288,359.04	\$10,209,868.00	\$39,802,772.64	\$30,486,549.38	\$70,289,322.02
Number of Employees	365	158	174	697	452	1,149
Adjustment to 5% Above Proposed Range Minimum	\$676,185.87	\$293,277.88	\$51,364.70	\$1,020,828.45	\$638,023.58	\$1,658,852.03
Adjustment Percent	2.09%	3.54%	0.50%	2.56%	2.09%	2.36%
Number of Employees Receiving Adjustments	116	70	15	201	89	290
Percent Receiving Adjustments	31.78%	44.30%	8.62%	28.84%	19.69%	25.24%
Time-in-Position Adjustment	\$776,713.89	\$138,561.11	\$248,104.45	\$1,163,379.45	\$315,960.45	\$1,479,339.90
Adjustment Percent	3.65%	1.67%	2.43%	2.92%	1.04%	2.10%
Number of Employees Receiving Adjustments	159	35	86	280	68	348
Percent Receiving Adjustments	43.56%	22.15%	49.43%	40.17%	15.04%	30.29%
Total Adjustments	\$1,452,899.76	\$431,838.99	\$299,469.15	\$2,184,207.90	\$953,984.03	\$3,138,191.93
Total Adjustment Percent	6.82%	5.21%	2.93%	5.49%	3.13%	4.46%
Number of Employees Above Range Maximum						
Current Structure	0	0	0	0	0	0
Proposed Structure	0	0	0	0	0	0

Questions and Discussion



Appendix

Pay Structure Comparison

Current Pay Structure to Proposed Pay Structure*

Pay Grade	Minimum	Midpoint	Maximum
105	\$29,182.40	\$36,483.20	\$43,784.00
106	\$30,638.40	\$38,292.80	\$45,988.80
107	\$32,198.40	\$40,206.40	\$48,276.80
108	\$33,758.40	\$42,244.80	\$50,668.80
109	\$35,796.80	\$44,740.80	\$53,726.40
110	\$37,980.80	\$47,444.80	\$56,929.60
111	\$40,227.20	\$50,315.20	\$60,340.80
112	\$43,056.00	\$53,809.60	\$64,584.00
113	\$46,092.80	\$57,616.00	\$69,097.60
114	\$49,732.80	\$62,171.20	\$74,630.40
115	\$53,747.20	\$67,142.40	\$80,600.00
116	\$58,011.20	\$72,529.60	\$87,068.80



Pay Grade	Minimum	Midpoint	Maximum
106	\$33,067	\$42,160	\$51,254
107	\$34,719	\$44,267	\$53,815
108	\$36,480	\$46,512	\$56,543
109	\$38,635	\$49,260	\$59,884
110	\$40,970	\$52,237	\$63,503
111	\$43,449	\$55,397	\$67,345
112	\$46,466	\$59,244	\$72,023
113	\$49,753	\$63,435	\$77,117
114	\$53,687	\$68,450	\$83,214
115	\$57,979	\$73,924	\$89,868
116	\$62,631	\$79,855	\$97,079

GUC & City General Pay Structure

* Reflects pay structure as of July 1, 2022

Pay Structure Comparison

Current Pay Structure to Proposed Pay Structure (continued)*

Pay Grade	Minimum	Midpoint	Maximum
117	\$62,649.60	\$78,332.80	\$93,995.20
118	\$67,704.00	\$84,614.40	\$101,504.00
119	\$73,091.20	\$91,353.60	\$109,636.80
120	\$78,936.00	\$98,716.80	\$118,414.40
121	\$86,049.60	\$107,556.80	\$129,084.80
122	\$93,787.20	\$117,249.60	\$140,691.20
123	\$102,252.80	\$127,795.20	\$153,358.40
124	\$111,467.20	\$139,297.60	\$167,148.80
125	\$121,472.00	\$151,840.00	\$182,187.20
126	\$132,412.80	\$165,526.40	\$198,577.60
127	\$145,620.80	\$182,062.40	\$218,483.20



Pay Grade	Minimum	Midpoint	Maximum
117	\$67,643	\$86,244	\$104,846
118	\$73,067	\$93,160	\$113,254
119	\$78,887	\$100,580	\$122,274
120	\$85,245	\$108,687	\$132,130
121	\$92,878	\$118,420	\$143,962
122	\$101,248	\$129,092	\$156,935
123	\$110,355	\$140,703	\$171,050
124	\$120,288	\$153,367	\$186,446
125	\$131,118	\$167,176	\$203,233
126	\$142,937	\$182,245	\$221,552
127	\$157,216	\$200,451	\$243,685

GUC & City General Pay Structure

* Reflects pay structure as of July 1, 2022

Pay Structure Comparison

Current Pay Structure to Proposed Pay Structure*

Pay Grade	Minimum	Midpoint	Maximum
300	\$35,060	\$35,934	\$36,808
305	\$36,005	\$41,850	\$48,693
310	\$39,283	\$48,718	\$58,735
320	\$47,174	\$56,609	\$67,995
325	\$47,986	\$60,112	\$71,573
330	\$52,096	\$63,598	\$75,130
335	\$54,484	\$66,073	\$78,595
340	\$56,697	\$68,403	\$80,255
350	\$65,607	\$82,031	\$98,309
360	\$72,188	\$86,719	\$101,279
370	\$81,740	\$102,182	\$122,624
380	\$91,832	\$114,837	\$137,717



Pay Grade	Minimum	Midpoint	Maximum
300	\$37,951	\$38,710	\$39,848
305	\$39,089	\$45,930	\$52,770
310	\$42,607	\$53,259	\$63,911
320	\$48,185	\$58,786	\$69,387
325	\$49,149	\$61,112	\$73,076
330	\$53,190	\$64,949	\$76,707
335	\$55,628	\$67,937	\$80,245
340	\$60,306	\$72,970	\$85,634
350	\$66,985	\$83,731	\$100,478
360	\$73,704	\$88,445	\$103,186
370	\$83,456	\$104,328	\$125,199
380	\$93,760	\$117,201	\$140,641

City Fire/Rescue Pay Structure

* Reflects pay structure as of July 1, 2022

Pay Structure Comparison

Current Pay Structure to Proposed Pay Structure*

Pay Grade	Minimum	Midpoint	Maximum
500	\$37,045	\$37,981	\$43,950
510	\$46,509	\$58,136	\$69,763
520	\$48,547	\$60,653	\$72,738
530	\$58,032	\$69,139	\$80,246
540	\$66,581	\$82,472	\$98,301
545	\$74,589	\$92,331	\$110,115
550	\$81,744	\$102,190	\$122,616
560	\$91,832	\$114,837	\$137,717



Pay Grade	Minimum	Midpoint	Maximum
500	\$37,988	\$39,128	\$45,206
510	\$47,700	\$59,357	\$71,228
520	\$49,567	\$61,916	\$74,265
530	\$59,251	\$76,097	\$92,942
540	\$71,114	\$87,599	\$104,084
545	\$76,155	\$96,127	\$116,100
550	\$83,461	\$107,084	\$130,708
560	\$98,241	\$126,508	\$154,775

City Police Pay Structure

* Reflects pay structure as of July 1, 2022