

Total Rewards:
Employee Classification &
Compensation Update





MECKLENBURG COUNTY
North Carolina

Human Resources

Mecklenburg County Total Rewards: Classification and Compensation

Presented By Paula Herman

January 30, 2020

Intro Video



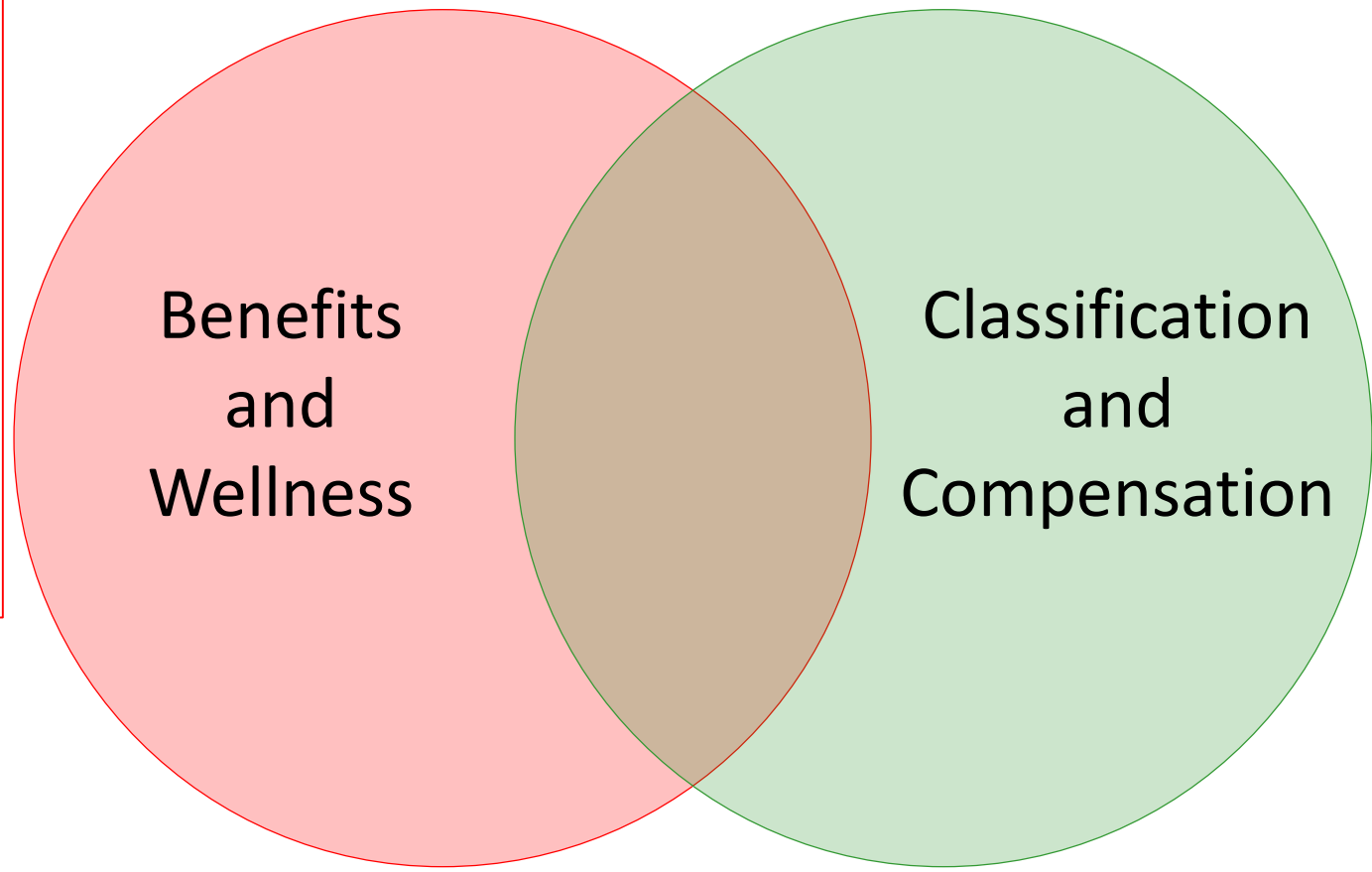
What is Total Rewards?



Classification and Compensation

- Classification Structure
- Salary Pay Plan
- Merit Increase
- Promotions
- Bi-Lingual Pay
- Across the Board Adjustments
- Extended Duty Pay
- Equity Adjustments
- Market Adjustments
- Spot Bonuses
- Retention Adjustments
- Longevity (for grandfathered employees)
- Shift differential
- 10 month salary over 12 months

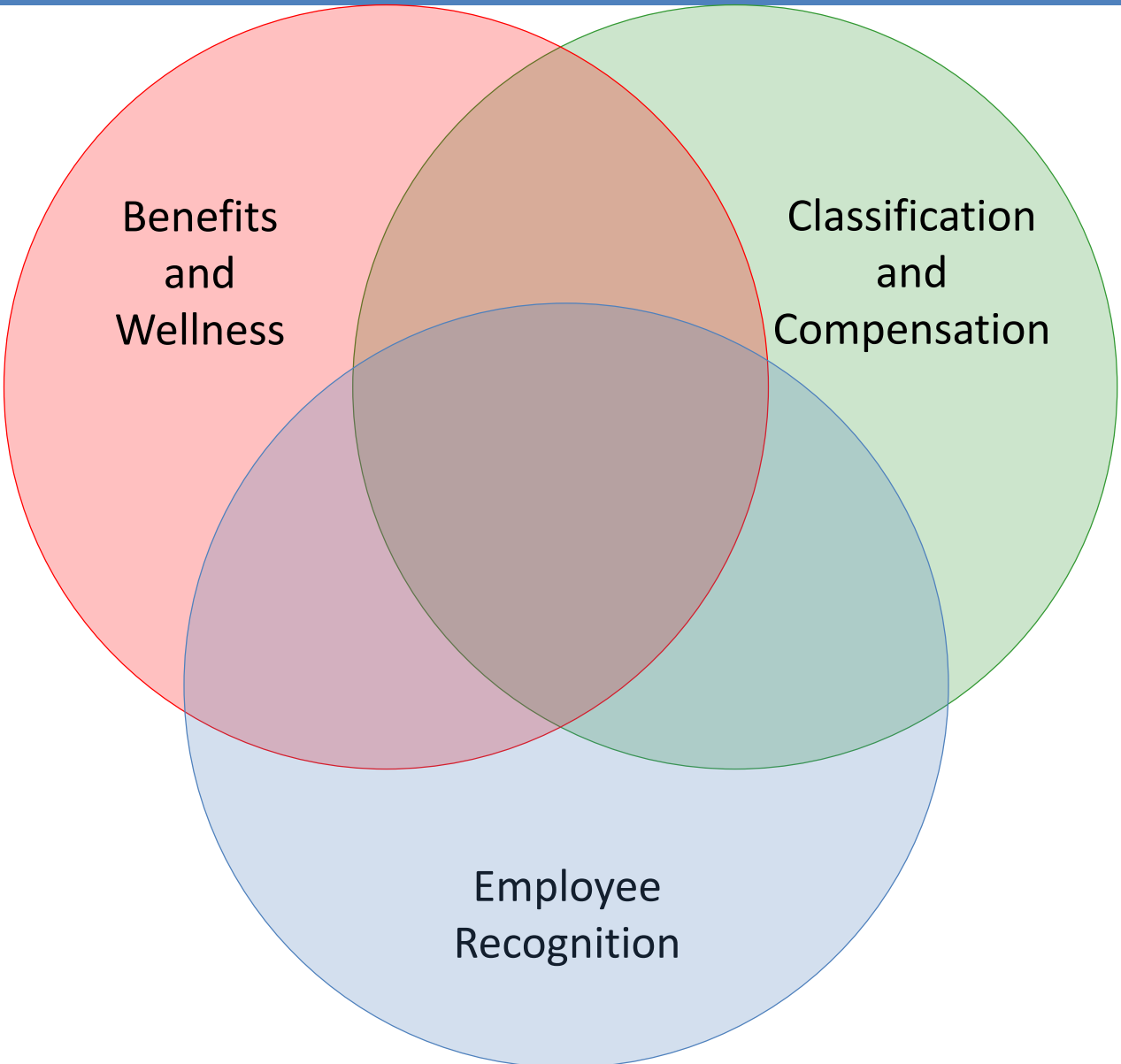
What is Total Rewards?



- Medical Insurance
- Retirement
- OurHealth Clinics
- Paid Time Off / County Holidays
- Voluntary Benefits
 - Dental
 - Vision
 - Life/Disability
- HSA Seed Money
- Medical Premium Holiday
- Pet Insurance
- Employee Perks
- EAP

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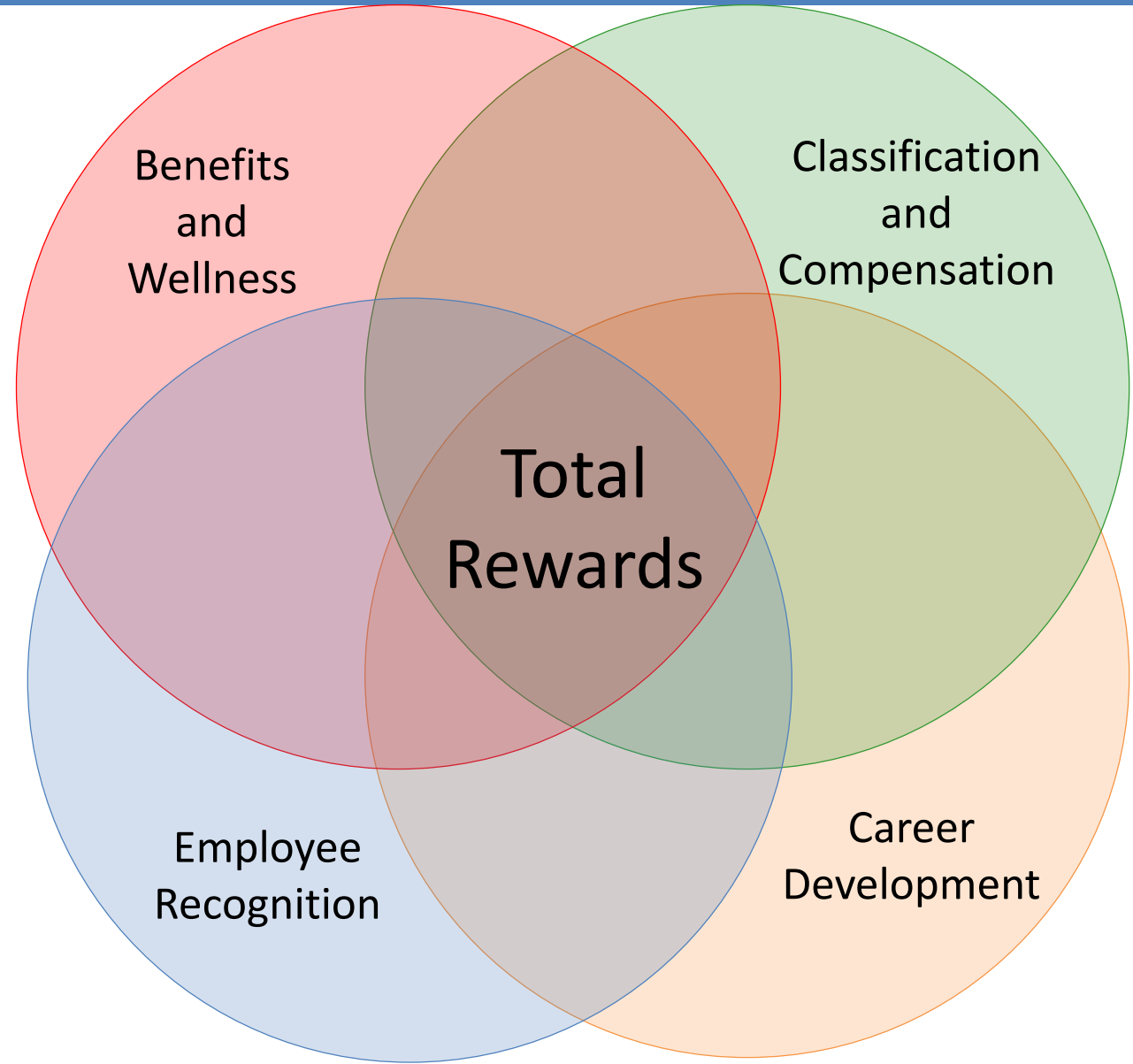


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- Above and Beyond
- Customer Service Hero Awards
- Service Pins
- Administrative Professionals Breakfast
- Employee Appreciation Celebration
- EmployeeFest
- Formal Recognition Program for Service Awards and Retirees (TBD)

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- Professional Development
- Training
- Tuition Reimbursement
- Employee Education
- Coaching
- Mentorship Program (TBD)

Total Rewards Program Philosophy Statement

We recognize that our employees are our most valuable asset. In order to be an employer of choice and to attract, retain and engage highly qualified employees to provide services to our stakeholders, Mecklenburg County is committed to providing a competitive total rewards program consisting of compensation; insurance, wellness and retirement programs; career development; work/life balance options and reward and recognition programs.

Compensation ranges will be determined based on comparative studies of compensation in a combination of public, private, and nonprofit sector organizations of similar kind, size, and/or complexity to Mecklenburg County in the local, regional, state and/or national market.

Comparative surveys of total reward offerings will be conducted at regular intervals to ensure that all elements of the total rewards program remain competitive and up-to-date.

The total rewards program will be administered based on the consistent application of policy and procedure and in a fiscally responsible manner.

Classification and Compensation Redesign

Why are we Redesigning our Program

- Identified by senior leadership as our #1 risk in the area of talent management
- Not been updated since 2006
- Not kept pace with market trends
- Impacts our ability to attract and retain employees
- Cumbersome to manage and not easily explained to employees
- Part of our strategic initiative of being an “Employer of Choice” and having efficient and accountable government

Project Goals and Measures

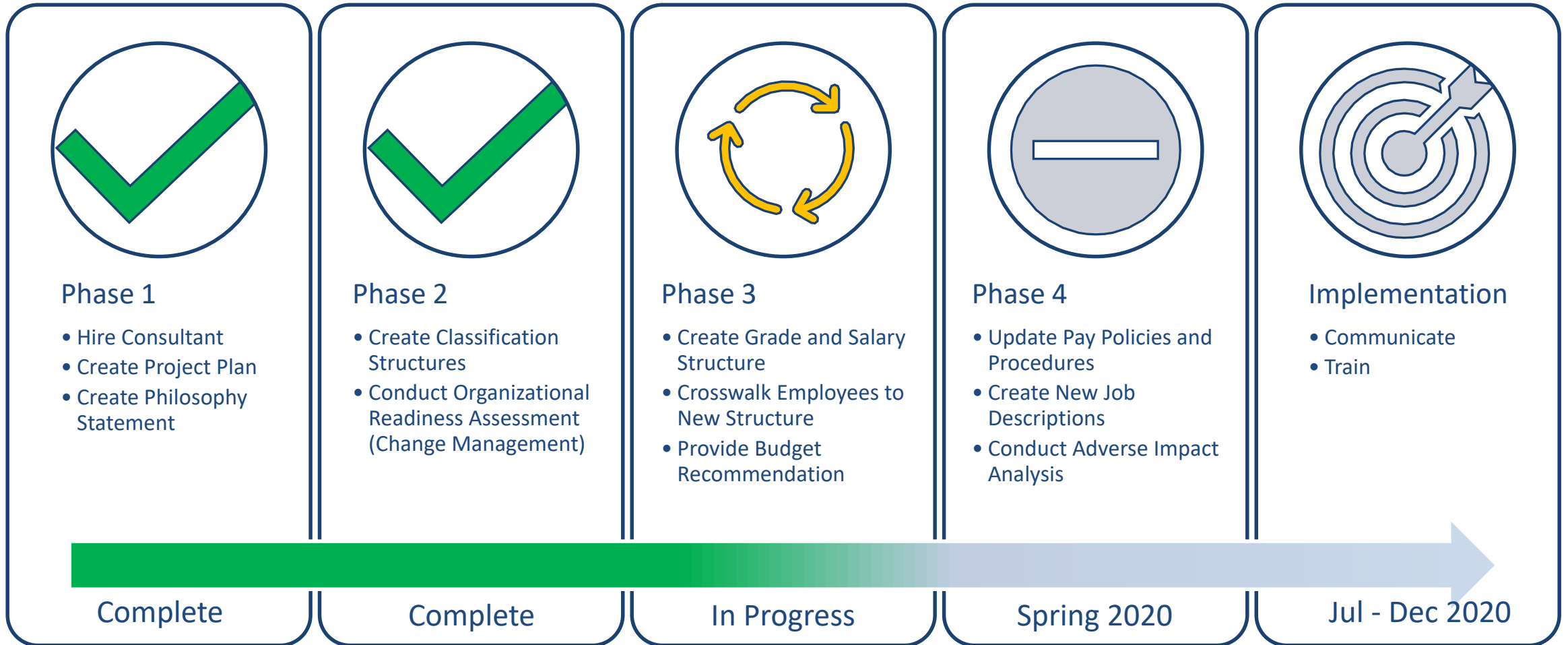
Goals

- Compete locally and nationally for talent
- Modernize our classification and compensation structures
- Modernize our plan administration
- Improve and add pay delivery options
- Improve recruitment and retention
- Make it easy to understand

Measures

- Reduced turnover, attrition and vacancy rates
- Reduced number of declined salary offers
- Improved quantity and quality of applicant pools
- Improved market position for salary and benefits when compared to peer organizations
- Communication and Training Survey Results

Project Methodology and Timeline



Questions?

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