

2003 INCREASE ACTIONS COMPARISON FOR ORGANIZATIONS SURVEYED

	Range	Pay
Town of Chapel Hill	X	X
Town of Cary	X	X
Town of Carrboro		X
County of Durham		X
Durham City		X
Orange County		X
OWASA	X	X
City of Raleigh	X	X
UNC-CH		X
UNC-Health Care		X
Wake County	X	X

This chart illustrates actions detailed on the following page.

The Range column shows those 5 organizations that increased their pay ranges.

The Pay column indicates that all organizations increased employee pay. These changes included merit, reclassifications, and across the board increases.

SUMMARY UPDATE OF PAY ACTIONS BY MEMBERS OF SURVEY COMPARISON GROUP FOR FISCAL YEAR 03-04

Town of Chapel Hill – The Town Council approved a 3% salary increase for all full and part time regular employees. Pay range minimums and maximums increased by 3%.

Town of Carrboro – Overall, pay increased by 3.9%. There was no range movement. 1/3 of all job classes received a 1 grade increase. Employees were brought to the new minimums of grades. All employees received a \$500 increase to base pay. Reclasses comprised 11% of overall increases. Total pay increase was \$251,337.

OWASA – 4% of salaries provided for merit increases effective October 1, 2003. Average merit increase was 4%. Pay ranges moved upward by 3.2% effective October 1, 2003.

Orange County - All employees were brought to the new minimums of grades following a class/pay study. Employees with 2 or more years of service on April 14, 2003 received a 2.5% salary increase. This was phase 1 of a 3 phase pay adjustment which will result in a 7.8% increase to total salaries. Phase 2 was effective December 8, 2003: Employees with 4 or more years of service as of April 2003 received 2.5% increases. On April 26, 2004, those with 7 or more years of service as of April 03 will receive 2.5% increases. (41% of employees will receive a total of 7.5% between April 03 and April 04. 59% will receive a total of 5% between April 03 and April 04.) These adjustments are being made to relieve a severe pay compression problem.

City of Durham – 2% across the board cost of living adjustment approved to begin in January 1, 2004. Some reclass pay adjustments were absorbed by departments' current budgets (lapsed salaries and vacancies)

Durham County – Implemented pay increases for employees on a performance basis. The pay for performance plan is done by calendar year rather than fiscal year. New employees received a 2.5% increase at the end of the six months probationary period if hired at the minimum. Beginning in January 2004, employees will be eligible for a 3.25% increase on their anniversary date if the performance appraisal is satisfactory and 4.25% if the performance appraisal exceeds expectations. (The anniversary date is the date the employee completed the initial probationary period). A number of department heads received market pay increases of 10% or 15%, based on market pay comparisons in the region.

City of Raleigh – The maximum of the pay ranges was increased by 1.5% to accommodate merit increases. Merit increases (average amount 5%) are effective on the employee's anniversary date.

Town of Cary- The pay range schedule increased by 2% at minimums and maximums. Ranges are open without steps or midpoints. Department head jobs are not graded. Pay for performance program continues; (in place since 1996). Performance-based pay increases are allowed between 0% and 10%, with the average increase being 5%. Employees in the lower part of the range are eligible for increases every 6 months, for up to 10% total in the year. \$107,000 was provided to

fund reclass pay adjustments following job reviews. Reclassed employees remained eligible for performance pay increases.

Wake County – Pay range structure was advanced 2% at minimums and maximums effective August 16, 2003. Any employee below the new minimum for the job grade was brought up to the new minimum. Each department was given a 4% increase in their performance increase budget to be distributed at the director’s discretion effective September 16, 2003.

UNC Chapel Hill- Employees received a one time payment of \$550 effective October 1, 2003. Pay ranges did not change and base salaries did not change. An additional two weeks of vacation time was awarded to each employee; this is the second year that this action has occurred.

UNC Health Care- Total salaries increased by 4%. Employee increases were performance-based and occur throughout the year on the employee anniversary date. No cap or minimum was set on increase amounts. Managers had 4% of salary budget in each unit or department to allocate at their discretion.

Data verified as of December 2003
by Human Resources Department staff
Town of Chapel Hill