



Legislation Details (With Text)

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Title:	Authorization for Town Manager to Enter into a Contract for a Compensation and Class Study. PURPOSE: The purpose of this item is to authorize the Town Manager to enter into a contract with Management Advisory Group International, Inc. to complete a compensation and classification study for the Town.				

Indexes:

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Attachments: 1. Attachment A - Resolution for Comprehensive Compensation and Class Study

Date	Ver.	Action By	Action	Result
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TITLE:

Authorization for Town Manager to Enter into a Contract for a Compensation and Class Study.

PURPOSE: The purpose of this item is to authorize the Town Manager to enter into a contract with Management Advisory Group International, Inc. to complete a compensation and classification study for the Town.

DEPARTMENT: Town Manager and Human Resources

CONTACT INFORMATION: Richard White, Town Manager (rwhite@carrboronc.gov); Julie Eckenrode, Human Resources Director (jeckenrode@carrboronc.gov)

INFORMATION: As a result of the on-going COVID-19 pandemic, the Town like many other jurisdictions, public sector employers, and businesses is experiencing increased turnover in employee positions and dwindling candidate pools. In addition, it has been at least a decade since the Town of Carrboro has used a consultant to perform a comprehensive compensation and classification study.

During this time, the last study and internal compensation studies were not fully implemented which is contributed to lagging, non-competitive salaries within the organization. Two of the goals of this study will be to provide a sound compensation strategy and to realign current positions to ensure equitable compensation across all Town positions and help address recruitment and retention challenges within the tight labor market. Additionally, many neighboring jurisdictions have recently conducted and are implementing compensation and classification studies. The study is anticipated to take 120 days to complete.

Management Advisory Group International, Inc. (MAG) has a proven track record in providing in-depth management and human resource consulting services for over 25 years for various state and local government agencies including Chapel Hill.

FISCAL & STAFF IMPACT: The cost of the contract is \$24,900 and will come from the Human Resources budget. The study will require a considerable amount of staff time in the form of data collection. Once the study is complete, it can be expected that a market salary adjustment for a number of the Town's position will be recommended. Recommendations will be brought back to Council for approval.

RECOMMENDATION: It is recommended that Council approve the attached resolution and authorize the Town Manager to enter into the contract.