

# PAY AND BENEFITS UPDATE



BOC Retreat-January 15, 2020

## PAY UPDATE

- Meets adjustment of 3% implemented on July 7, 2019
- Reclassifications examined annually during budget process
- Participation in regional and statewide salary surveys to stay current
- Average tenure with county: 7.55 years

# Comprehensive Compensation Package

## Performance

- Meets
- Meets+

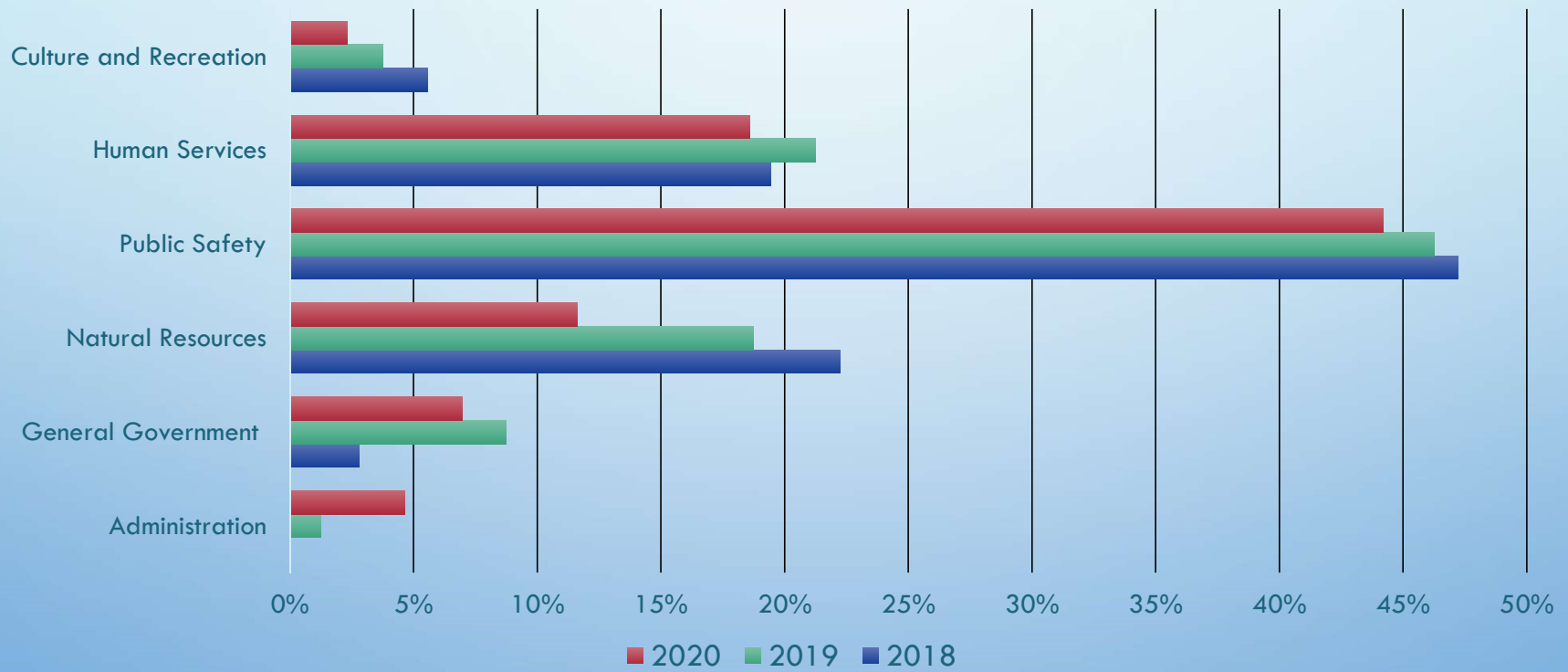
## Deferred Compensation

- NC Local Retirement
- 401(k)

## Value of Tenure

- Longevity

## Turnover by Functional Area FY18-20



## Turnover by Type



## BENEFITS UPDATE

***Fact:***

- Claims costs continue to rise-we are projected to tip over \$6M in claims for the first time
- Cadillac tax repealed (would have impacted in FY22)
- Average age of county employees: 41.7
- County has shouldered burden of rising health costs by consistently increasing county contribution PEPM

## Health Insurance Funding v. Claims





## BENEFITS UPDATE— TOBACCO-FREE PETTY LEAVE INCENTIVE POLICY

- New July 1, 2018
- Rewards employees that are non-tobacco users or are making efforts to quit with additional petty leave
- In 2019, 171 (33%) employees verified their non-tobacco using status and received additional leave
- Program unique to Chatham County



# COLLABORATIVE EFFORTS IN HUMAN RESOURCES

## Chatham Local Government Job Application Sharing Network

### County Job Application Form

Chatham County, NC

Submitted On:

December 19th, 2018 @ 11:54am

**Chatham County participates in the Chatham Local Government Job Application Sharing Network, a local application-sharing initiative designed to broaden opportunities for job seekers and local government employers. With your consent, your job application will be shared with municipalities in the county (Town of Siler City) for open positions that meet your interest.**

Yes! I consent to have my application shared with local municipalities in Chatham County for positions that meet my interests and/or qualifications.

**89.1%  
Consent Rate!**

# COLLABORATIVE EFFORTS IN HUMAN RESOURCES

## County2County Leadership Initiative

### Martin-Washington-Bertie County Leadership Academy

- Classes began July 2019 and run through April 2021
- Thirty-seven enrollees from the three counties
- Eight committed Chatham instructors



The background is a light blue gradient that transitions from a pale blue at the top to a slightly darker blue at the bottom. Scattered along the top and bottom edges are several realistic water droplets of various sizes. These droplets have a glossy, reflective surface with highlights and shadows, giving them a three-dimensional appearance. The word "QUESTIONS?" is centered in the upper half of the image.

QUESTIONS?