



Pay and Benefits Update



BOC Retreat-January 17, 2019



Pay Update

- Meets adjustment of 3% and Meets+ adjustment of 1.4% implemented on July 8, 2018
- Reclassifications examined annually during budget process
- Participation in regional and statewide salary surveys to stay current
- Average tenure with county: 7.81 years



Pay Update-PBP

Implementation of Performance Based Pay System (PBP)

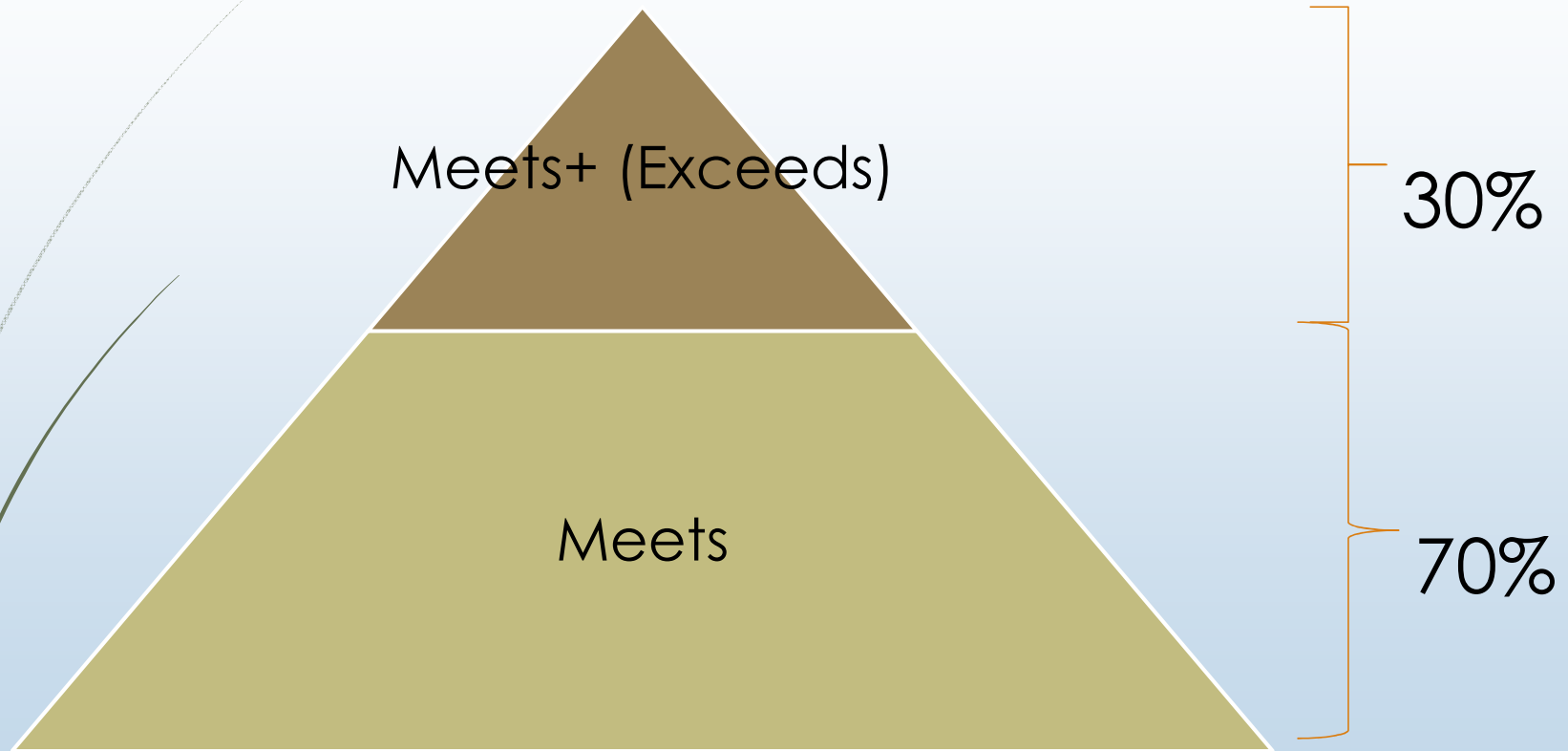
Three-phase process:

Meets evaluation year began July 1, 2016

Meets+ evaluation year began July 1, 2017

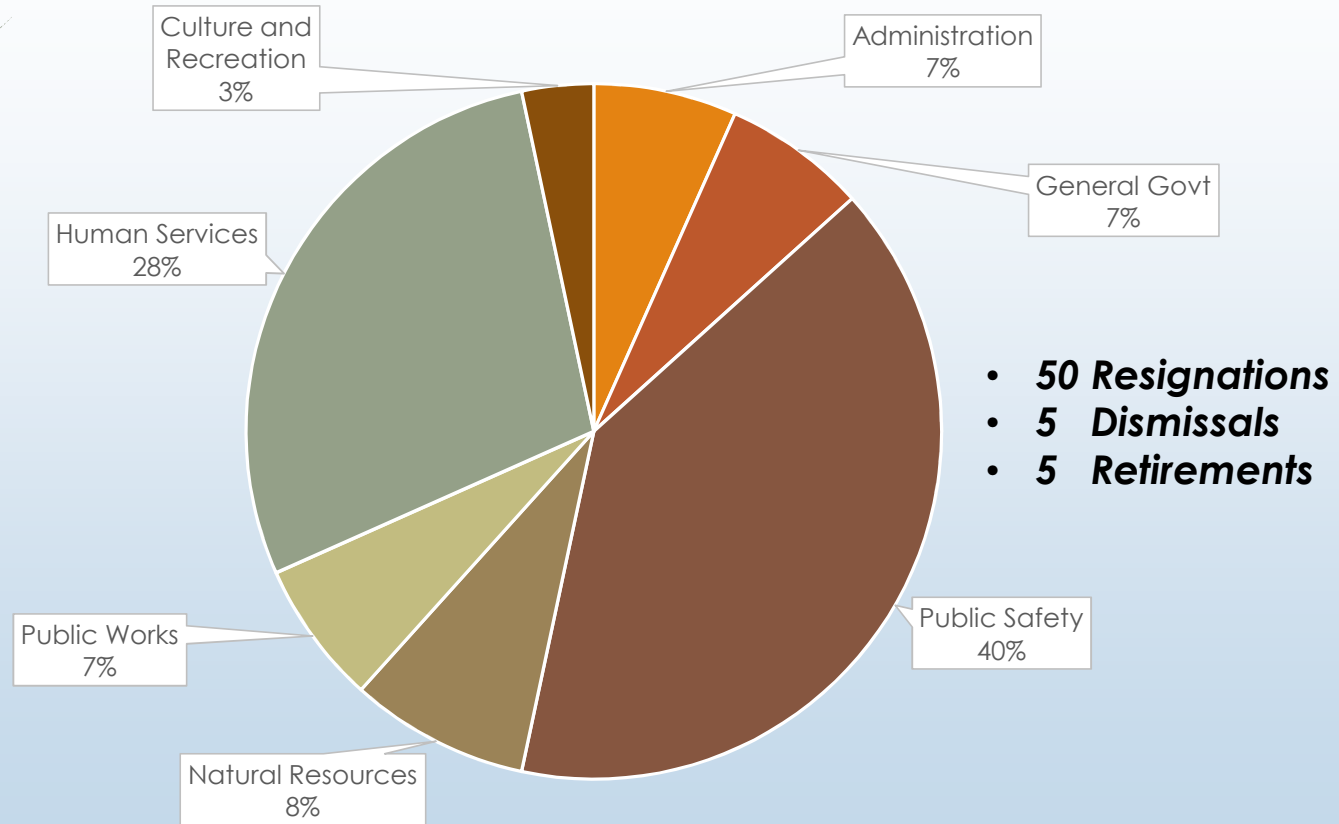
Goals+ On hold

Pay Update-PBP



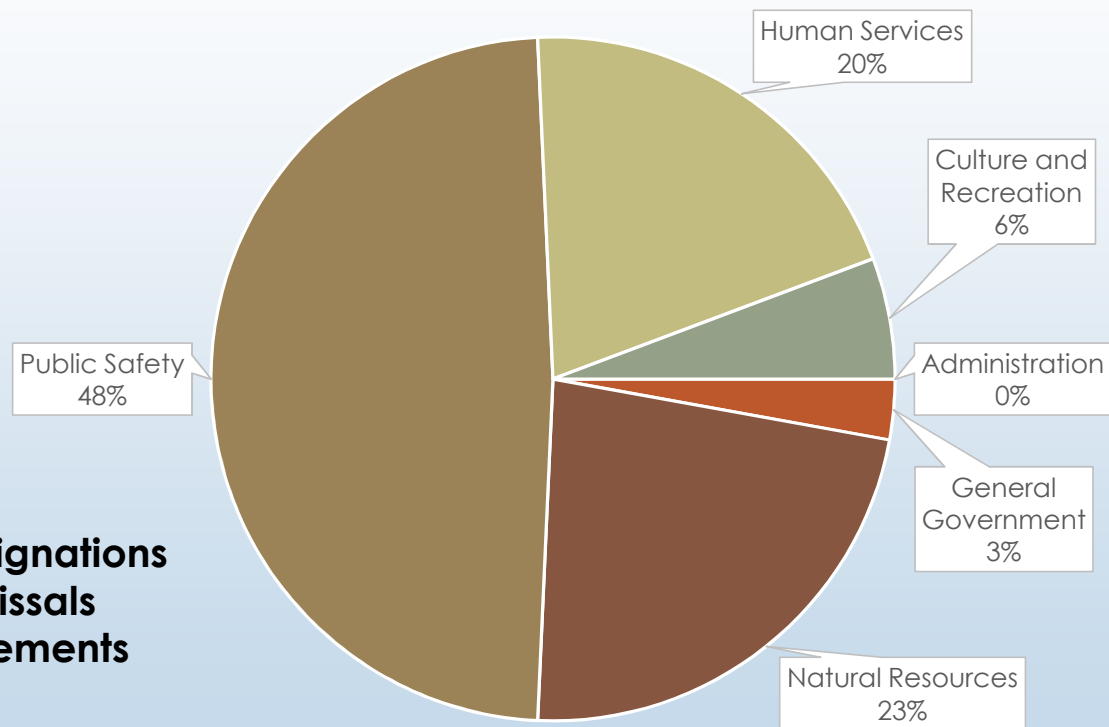
Pay Update

FY18 Turnover-11.5%



Pay Update

FY19 Turnover to Date-7%; est. 13%



- **30 Resignations**
- **2 Dismissals**
- **4 Retirements**



Benefits Update

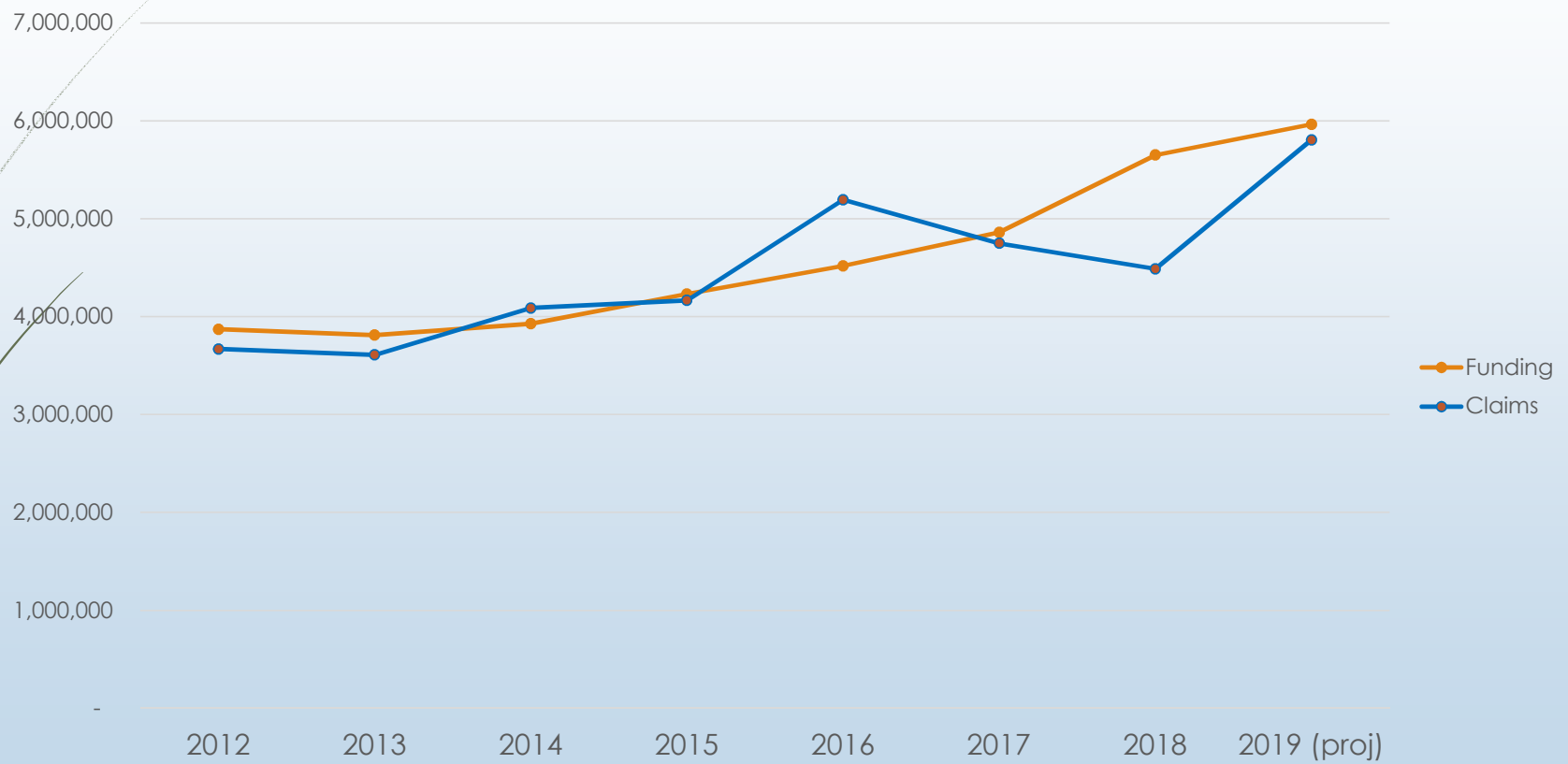


Fact:

- Claims costs continue to rise; new pharmacy tier structure on most health plans
- Average age of county employees: 41.9
- County has shouldered burden of rising health costs by consistently increasing county contribution PEPM

Benefits Update

Health Insurance Funding v. Claims





Benefits Update—New Initiative 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
- From July-December 2018, 131 employees verified their non-tobacco using status and received additional leave
- Program unique to Chatham County

Collaborative Efforts in Human Resources

Job Shadowing Program with Chatham County Schools
Spring 2019

CHATHAM
COUNTY SCHOOLS



Students learn the development process by observing the skills and knowledge needed to enforce development codes and regulations and learn about public service and successful employment in the public sector.

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.

**87.2%
Consent Rate!**

Collaborative Efforts in Human Resources

TIER
3 to 1

Pilot project being developed in the County Manager's Office/Human Resources Office to pair up a Tier 1, economically disadvantaged county with a Tier 3 county to share training and process resources.



Martin/Bertie Leadership Academy



Questions?

