



Chatham County, NC

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Title: Vote to Approve the Implementation of FY 2024 Pay Study

Sponsors:

Indexes:

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Attachments: 1. FY2024 Pay Study Implementation

Date	Ver.	Action By	Action	Result
2/19/2024	1	Board of Commissioners	approved	Pass

Vote to Approve the Implementation of FY 2024 Pay Study

Introduction & Background: As part of the FY 2024 annual operating budget, the Board of Commissioners authorized a salary study review of 1/3 of the positions within the County. The results were presented at the annual budget retreat and staff were instructed to bring back a plan for implementation for Board approval.

Discussion & Analysis: Funds for a pay study of 1/3 of County positions were included as part of the adoption of the FY 2024 annual operating budget, specifically focusing on public safety positions, elections staff, and maintenance technicians. The results of the pay study were presented to the Board of Commissioners on January 10th during the annual budget retreat. After the presentation, the Board instructed staff to create a plan for implementing the results of the pay study in the current fiscal year and to return that plan to the Board at a future meeting.

Staff have worked to create an implementation plan that is possible within the existing operating budget. A budget amendment moving funds between departments may be necessary later in the fiscal year; staff will monitor the affected departmental budgets and bring an amendment to the Board at a later time, if necessary. If approved, staff will implement the pay study results to be effective with the March 29th pay date.

How does this relate to the Comprehensive Plan: This item does not relate directly to the Comprehensive Plan; however, the employees impacted are involved in furthering the goals outlined in the Comprehensive Plan.

Budgetary Impact: The total budgetary impact of implementing the Pay Study results will be approximately \$190,000.

Recommendation/Motion: Receive presentation and a motion to approve the implementation of FY 2024 Pay Study.