



**BUNCOMBE COUNTY, NORTH CAROLINA
BUDGET AMENDMENT
General Fund**

BOARD MEETING DATE: January 2, 2019

Requesting Department:	All
Budget Amendment Item:	Evergreen Solutions, LLC Pay Study Adjustments

Background Information:

In January of 2018, Buncombe County entered into a contract with Evergreen Solutions, LLC to conduct a Pay & Classification study. The study benchmarked Buncombe County salaries and wages against other entities across the state (counties, cities, Mission Health, MAHEC and UNCA) . There were 92 employees that were determined to have salaries lower than market rate as compared against these other entities. The Board of Commissioners agreed with the recommendation to bring these 92 employees into higher grades. These employees were retroactively compensated from 7/1/2018 for the difference in their initial salary grade and the new. This budget amendment appropriates Fund Balance to meet the recommendation and includes salaries and associated benefits.

Funding Source:

Appropriated Fund Balance

COST CENTER/DEPARTMENT	PROGRAM (IF APPLICABLE)	LEDGER ACCOUNT	REVENUE/SPEND CATEGORY	Increase (Decrease)	
				REVENUES	EXPENDITURES
Other Financing Sources		4310: Appropriated Fund Balance		141,007	
County Manager		5000: Salaries & Wages			895
Detention Center		5000: Salaries & Wages			1,627
Emergency Services		5000: Salaries & Wages			9,803
Finance		5000: Salaries & Wages			13,087
General Services		5000: Salaries & Wages			11,827
Information Technology		5000: Salaries & Wages			7,968
Library		5000: Salaries & Wages			35,676
Pre-Trial Release		5000: Salaries & Wages			8,562
Public Health		5000: Salaries & Wages			1,037
Sheriff's Office		5000: Salaries & Wages			18,284
Soil Conservation		5000: Salaries & Wages			7,124
Tax Assessment		5000: Salaries & Wages			2,615
Tax Collections		5000: Salaries & Wages			1,335
County Manager		5030: Benefits			209
Detention Center		5030: Benefits			371
Emergency Services		5030: Benefits			1,915
Finance		5030: Benefits			2,008
General Services		5030: Benefits			2,701
Information Technology		5030: Benefits			1,242
Library		5030: Benefits			5,467
Pre-Trial Release		5030: Benefits			1,473
Public Health		5030: Benefits			241
Sheriff's Office		5030: Benefits			3,616
Soil Conservation		5030: Benefits			1,239
Tax Assessment		5030: Benefits			585
Tax Collections		5030: Benefits			102
TOTAL				141,007	141,007

APPROVED BY:

County Manager

DATE

Chairman of the Board

DATE