



## **Buncombe County Board of Commissioners**

### **Request for Board Action**

**Meeting Date: 3/2/2021**

#### **New Business**

**Department: Human Resources                      Presenter(s): Sharon Burke**

**Contact (s): Sharon Burke, Human Resources Director**

**Subject: Compensation Study – Phase 3 Recommendations**

#### **Brief Summary:**

Over the last several months a Comprehensive Compensation Plan is being conducted in a total of four (4) phases. Accordingly, members of the Compensation Study Team have finalized Phase 3 of the study which focused on employees who are in regular part time or full time positions for equity (race and gender), to correct any employee who is paid under the minimum salary for their grade and to fix critical classification issues. Total employees needed to be addressed is 31.

The total estimated cost to remedy these issues is approximately \$53,225 for the current fiscal year and can be absorbed in the FY22 appropriation through lapse salary savings. If approved by the Board of Commissioners, these changes will be effective March 1, 2021.

#### **Recommended Motion & Requested Action:**

Authorize the County Manager to implement the aforementioned Compensation Study Phase 3 recommendations, effective March 1, 2021 using lapsed salary to fund the classification findings.

#### **County Manager's comments and Recommendation:**

County Manager recommends approval.