



## **Buncombe County Board of Commissioners**

### **Request for Board Action**

**Meeting Date: 5/19/2022**

#### **New Business**

**Department:** Human Resources

**Presenter(s):** Sharon Burke

**Contact:** Sharon Burke, Human Resources Director

**Subject:** Compensation Study

**Brief Summary:** Human Resources was asked to conduct a Comprehensive Salary Study review which focused on collecting market data of similarly situated public employers and normalizing data received; review and or create job descriptions for all positions; identify and fix any position compensation equity issues; creating a new compensation structure and salary plan and identify and fix any employee whose compensation is not in alignment with the new salary structure.

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

- Authorize the County Manager to implement the aforementioned Compensation Study recommendations, effective May 21, 2022.
- Approve the new Compensation Plan recommendations.
- Approve the new living wage of \$17.00 per hour for all full and part time regular positions.

**County Manager's comments and Recommendation:** County Manager recommends approval.