

City Council Work Session Compensation Topics

May 1, 2025



Advancing a Living Wage

Current minimum:

- \$18.75 per hour or \$39,000 per year
- 69 employees below \$20 per hour or \$41,600 per year
- \$65,440 to raise 69 employees to \$41,600
- Most employees already above \$20/hour; no need for a comprehensive compression strategy

Advancing a Living Wage

Proposed Minimum	Employees Affected	Cost to Implement	Cost to Address Compression
\$21 per hour \$43,680 per year	228	\$479,574	\$2,800,000
\$23 per hour \$47,840 per year	463	\$2,357,138	\$26,800,000

Minimum full-time salary target of \$52,000
(\$25/hr) by FY 2029-30



2025 Public Safety Salary Survey

- Guilford Metro 9-1-1, Fire & Police
- 44 job classifications
- 1,262 positions
- Durham, Fayetteville, High Point, Raleigh & Winston-Salem
- Data current as of February 2025



2025 Public Safety Salary Survey

- 5 of 44 job classifications were below market
- 3 in Guilford Metro 9-1-1: ECS I, ECS II, ECS Master,
- 2 in Police: CSI & Evidence Tech
- All Fire positions were at or above market

Fire Engineers

- \$800,000 to reclassify 114 Fire Engineers from pay grade F03 to F04
- Fire Engineers would receive a 9.8% pay increase
- \$900,000 to address compression for 103 Fire Captains



Hazard Pay

- Position grades and salary ranges are determined by evaluating a number of job factors
- Physical risks and environmental exposure are among the job factors
- Hazardous jobs designated by departments and approved by People & Culture
- Routinely perform duties that involve physical danger or exposure to harmful conditions.



Unwind the General EE Step Plan

- Eliminate automatic, predefined step increases
- Enables merit-based pay raises tied to performance
- Departments have greater flexibility to reward high-performing employees



Reinstate Service Bonus Program

- Employees hired on or after July 1, 2010 are ineligible for service bonuses
- FY 2024-25, 1,043 employees received \$1.3M in service bonuses
- Current bonus is a percentage of salary
- If council approves, implement a revamped bonus program for employees hired on or after July 1, 2010 at a cost of \$300,000 - \$500,000
- Current service bonus eligibility would remain intact for employees hired before July 1, 2010.

