

MINUTES
JOINT PAY AND BENEFITS COMMITTEE
TUESDAY, MARCH 30, 2021

The Joint Pay and Benefits Committee of the City of Greenville (COG) and the Greenville Utilities Commission (GUC) held a virtual meeting on Tuesday, March 30, 2021.

Committee members present included Council Member Rick Smiley, Mayor Pro-Tem Rose Glover and GUC Commissioners Kelly L. Darden, Jr. and Peter Geiger.

Other City officials and staff present included City Manager Ann E. Wall, Assistant City Manager Michael Cowin, Director of Human Resources Leah Futrell, City Clerk Valerie Shiuwegar and Human Resources Manager Steven Brewington.

Other GUC officials and staff present included General Manager/CEO Tony Cannon, Chief Administrative Officer Chris Padgett, Director of Human Resources Richie Shreves, Executive Assistant to the General Manager/CEO Amy Wade, Public Information Officer/Communications Manager Steve Hawley, General Counsel Phil Dixon and Secretary to the General Manager/CEO Lou Norris.

ITEM I-CALL TO ORDER

City Manager Ann Wall called the meeting to order at 3:00 p.m.; roll was called, and a quorum was ascertained.

ITEM II-APPROVAL OF THE AGENDA

Council Member Smiley moved to accept the agenda. Commissioner Geiger seconded the motion, which passed by unanimous vote.

ITEM III-APPROVAL OF MINUTES

Council Member Smiley moved to approve the September 14, 2020 minutes. Commissioner Darden seconded the motion, which passed by unanimous vote.

ITEM IV-MARKET ADJUSTMENT AND MERIT ALLOCATION

Mr. Michael Cowin reminded the group that the Joint Pay and Benefits Committee meet each spring to evaluate market data and make recommendations to the GUC Board of Commissioners and the Greenville City Council.

Mr. Cowin stated that the objective is to maintain an effective pay system for our employees that is internally equitable and compatible, and is as competitive as possible in relation to the external marketplace. He added that, as in previous years, data is collected from various sources to provide the Committee information related to the market, so they can make an informed decision on the merit allocation and market adjustment for the upcoming year.

This year, data was collected from 6 reputable survey groups consisting of Aon Hewitt, Catapult (fka CAI), Korn Ferry (fka Hay Group), Mercer, Willis Towers Watson and WorldatWork. After removing Aon Hewitt with its higher percentage of 7.3%, the wage projections and trends for 2021 are relatively consistent ranging from 2.2% to 3.0%.

Staff also surveyed established public-sector benchmark organizations and local private-sector employers to determine their plans related to compensation decisions. Twenty-six public-sector organizations responded and were comprised of municipalities and utilities. The average increase was 2.2% (market and/or merit) in FY 2020-21. Some entities are still developing their FY 2021-22 budgets and seven of these public employers provided their projections with the average pay increase projection at 3.9% (market and/or merit) for FY 2021-22. Ten of the 19 local private-sector employers responded and reported an average increase of 2.1% (market and/or merit) for FY 2020-2021 and projections averaging 2.6% for FY 2021-22.

After some discussion, Council Member Smiley made a motion that the Committee recommend to the City Council and GUC Board of Commissioners at the Joint Meeting on April 19, 2021, a 2.0% market adjustment/merit allocation for FY 2021-22 with each entity determining the best way to apply the funds (i.e. market vs. merit). Commissioner Darden seconded the motion, which passed by unanimous vote via roll call.

ITEM V-CONSIDERATION OF ADDITIONAL 457 PLAN

Mr. Michael Cowin announced the availability of an additional supplemental retirement plan sponsored by the State of NC, NC 457 Plan, to eligible employees. This option would allow for one "umbrella" for NC 401K and NC 457 plans making it easier for employees to monitor accounts and stay on track towards retirement savings goals. This NC 457 Plan is completely voluntary with no City/GUC contributions. It offers employees a way to save money through reduced fees and has multiple investment choices with penalty-free withdrawals. The NC 457 Plan would be offered to eligible employees during the open enrollment period this fall and be effective January 1, 2022.

After discussion, Council Member Smiley made a motion to recommend to the City Council and GUC Board of Commissioners at the Joint Meeting on April 19, 2021, to include the additional NC 457 Plan option for eligible employees effective January 1, 2022. Commissioner Geiger seconded the motion, which passed by unanimous vote via roll call.

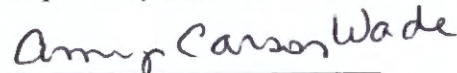
ITEM VI-NEXT STEPS

City Manager Ann Wall stated that two recommendations from the Joint Pay and Benefits Committee regarding the market adjustment/merit allocation and the offering of an additional NC 457 Plan, along with two items related to the transfer of water and wastewater systems from the Town of Bethel to Greenville Utilities Commission will be considered at the upcoming Joint City Council and GUC Board of Commissioners Meeting scheduled for April 19, 2021, at 6:00 p.m.

ITEM VII-ADJOURNMENT

There being no further discussion, Commissioner Geiger made the motion to adjourn the meeting and Mayor Pro-Tem Glover seconded the motion. The vote was unanimous, and the meeting was adjourned at 3:18 p.m.

Respectfully submitted,



Amy Carson Wade
Amy Carson Wade
Executive Secretary