



Board Meeting Agenda Abstract

Monday, May 4, 2026

Location:

Agenda Item

Presentation - Market Study - (Moody/Matt Reece) - Item 4.C

Item Explanation

The purpose of this agenda item is for the Town Board to receive a presentation on the results and findings of the annual market study for all full-time positions.

Staff Comments

In 2021 and 2024, the Town conducted full-pay and classification studies. Recognizing the competitive regional job market, Town Management and the Town Board strongly supported conducting an annual market study, and as a result, the Town contracted with Piedmont Triad Regional Council (PTRC) Management Services to conduct an annual market analysis of all full-time positions.

During a market study, PTRC gathers salary data from the market and its competitors. The Town is very proud of the work its employees do every day and wishes to remain competitive with market peers. Matt Reece, with PTRC Management Services, will present the full report findings to the Town Board and provide the implementation recommendations. The main recommendations from the market study suggest placing entry-level salaries to 5% above the market average. Additionally, it proposes ensuring the actual pay for town employees is 8% above the overall market average for the organization as a whole on average. This approach aims to confirm the Town remains competitive in attracting and retaining top talent.

Fiscal Note

No

The cost of implementing the market study adjustments is \$241,213 excluding any applicable benefits. The FY 2027 recommended budget includes funding to cover the recommended adjustments and all benefits associated with these adjustments.

Recommendation

No action required. Receive as information.

ATTACHMENTS