

BOARD OF ALDERMEN

ITEM NO. D(1)

**AGENDA ITEM ABSTRACT
MEETING DATE: April 6, 2010**

TITLE: Report of the Classification and Compensation Study and Fire Department Staffing Analysis Conducted by Springsted, Inc.

DEPARTMENT: Human Resources	PUBLIC HEARING: YES ___ NO <u>x</u>
ATTACHMENTS: A. Resolution	FOR INFORMATION CONTACT: Steve Stewart, 918-7315 or Desiree White – 918-7321

PURPOSE

The purpose of this item is to present the results of the classification and compensation study, fire department staffing analysis, and research on the issue of a housing wage.

INFORMATION

The Town entered into a contract with Springsted, Inc. in June 2008 to conduct a comprehensive review of the Town's classification and compensation system and an analysis of the adequacy of staffing in the Fire Department, taking into consideration the opening of Carrboro Fire Station II later this year. In addition, Springsted was requested to research the possibility of a housing wage policy as part of the Town's compensation package.

The study evaluated the Town's competitiveness in the marketplace, reviewed the internal equity among Town positions with consideration for the Town's living wage policy, assessed the staffing levels in the Fire Department, and provided an opinion on the adoption of a housing wage policy.

John Anzivino, Senior Vice President of Springsted, will present the findings of the study.

FISCAL AND STAFF IMPACT

Implementation costs will be based upon the option recommended by the Town Manager and approved by the Board of Aldermen.

RECOMMENDATION

The staff recommends that the Board of Aldermen receive this report.