



City of Winston-Salem City Council Council Agenda Item Summary

Title	Informational Update on Fire Classification Market Study
City Council Committee	General Government Committee
Staff Lead (Presenter)	Dr. Kena Cofield Jones, Human Resources Director
Department Head	Click or tap here to enter text.
City Manager/ACM	Sharon Wojda, ACM

Agenda Item Summary

Recommended Council Action	Information Item
Suggested Action/ Motion Options	Click or tap here to enter text.
Strategic Focus Area	Good Government
Strategic Plan Objective	GG3: Ensuring the City is an Employer of Choice
Anticipated Fiscal Impact	No Estimate Available

Summary of Information

Piedmont Triad Regional Council (PTRC) was hired to conduct a market study for certified fire positions. Nineteen localities within the metroplexes of Winston-Salem, Charlotte, and Raleigh were included in the analysis. The market study analysis included a comparison of salary ranges, actual average salaries, and a comprehensive benefits survey. Results from the benefits survey are still forthcoming.

Changes to the salary ranges in the Fire pay plan will require Council action via amendments to the personnel resolution. Any changes to individual employee salaries will be made subsequently.

Analysis of Fiscal Impact

Financial impacts associated with implementing changes to the Fire pay plan have not yet been determined and will be dependent upon the implementation strategy and framework.