



# HUMAN RESOURCES DEPARTMENT

Benefits • Personnel • Risk Management • Wellness

## *Memorandum*

To: Board of County Commissioners  
Jamie Starnes, Clerk to the Board

From: Sylvia L. Turnmire, HR Director

Date: December 22, 2022

Subject: Projected Salary Study Costs

As discussed in the last Internal Management Team meeting, attached is an executive summary of the projected costs to implement the Salary Study completed in November 2022. The County contracted with David Hill who works for the Piedmont Regional Triad Council. Some of you may know David, as he retired from Caldwell County prior to working for PRTC.

Alexander County salaries were compared with the counties of Ashe, Catawba, Caldwell, Iredell, Lincoln, Watauga, and Wilkes. Previous resignations showed our employees taking positions in those locations. The study recommends moving the starting point of the salary schedule from Grade 50 (\$15,796 annually) to Grade 54 (\$19,245 annually) which would put our lowest paid position (Animal Care Technician) starting at \$15/hour. Also, the summary does not list the Department of Social Services as increases were afforded to those employees earlier this calendar year.

The total cost is approximately \$1.2 million to implement the changes and this includes the obligations of FICA, Retirement and other indirect costs. Should you have any questions, please let me know. Thank you and Merry Christmas!