



City of Greensboro

FY 24-25 Final adopted budget

The budget includes funding to implement a 4% pay structure increase for all eligible employees at over \$5.6 million for wages. Additionally, a 4% increase for roster employees is included. Employee salaries will increase with this structure adjustment, maintaining employees within their pay grade. An additional \$100,000 in funding is included to support departments in addressing outstanding compression issues.

Starting pay will increase to \$49,724 for firefighters and \$57,220 for police officers. After successful graduation from the academy, their pay will increase again to \$51,713 for firefighters and \$59,509 for police officers. Minimum salaries for all other positions will increase 4.2% to \$39,000, or \$18.75 per hour. The City is required to increase its contribution to the North Carolina Local Government Retirement System on behalf of its employees, resulting in an approximate \$2.1 million increase in retirement contribution costs for the total budget.

City of Winston Salem

Budget Priorities and Expenditure Changes

Employee Compensation

Employee compensation is the top priority in the FY 2024-25 budget. Creating an equitable pay plan that appropriately compensates employees and allows the city to attract and retain qualified personnel who reflect the diversity of our community is critical to delivering outstanding services to the community. The proposed FY 2024-25 budget is based on pay adjustments totaling over \$20 million annually (including benefits costs) to be effective with the first full pay period in October 2024 and will require adjustments to the personnel resolution. These increases are a combination of adjustments related to cost of living, position classification, compression, and a minimum wage increase to \$18 per hour. Because these projected salary increases are from preliminary organization-wide estimates provided by the vendor, these increases are not shown with individual programs or work groups and are instead budgeted at the fund level. Individual pay increases will vary based on market conditions and years of service.

Town of Archdale

Skilled labor annual wages as reported in 2022

Employee 1 – \$55,647	Employee 6 – \$43,048	Employee 11 – \$35,616
Employee 2 – \$63,865	Employee 7 – \$41,408	
Employee 3 – \$55,718	Employee 8 – \$40,024	
Employee 4 – \$55,187	Employee 9 – \$37,682	
Employee 5 – \$44,594	Employee 10 – \$36,477	