

City of Greensboro Total Compensation Philosophy Mapping Rewards to Results


The City of Greensboro is the third largest city in North Carolina and the seventh largest of 30 cities located in the four states contiguous to North Carolina. Greensboro provides comprehensive, efficient and effective services to support its residents and businesses, both within the City and beyond its border. In 2010, the City adopted the Management Accountability Performance (MAP) program to integrate department planning and operations, increase worker productivity, and reduce costs. The City embraces a pay-for-performance philosophy, thereby mapping rewards to results.

The City of Greensboro competes for key labor talent at the national, regional, and local market levels. To continue to retain its most valuable workforce, to facilitate career development, and to enable the City to recruit effectively in its diverse labor markets, the total compensation package must be competitive. Of course, ability to pay is the cornerstone of any compensation program.

- The City competes in the national labor market for senior leadership and key management positions.
- It competes in a multi-state regional labor market for exempt professionals and sworn nonexempt positions. This competitive peer market includes the following states: Georgia, Kentucky, North Carolina, South Carolina, Tennessee, and Virginia.
- In local markets, the City competes with government and business organizations in the North Carolina Piedmont and in Central Southern Virginia.

The City's expressed desire with regard to total compensation philosophy is to provide opportunities for earning competitive pay or higher based on continuous achievement of results relative to strategic and tactical goals as set forth in the MAP program.

- Be competitive in pay at the 50th percentile or above as measured against peer counties and municipalities with populations greater than 100,000 located within a 300 mile radius of the City.
- Pay competitively (at the 50th percentile or above) with local non-government entities with whom the City competes for talent.
- Incorporate variable pay, tied to performance results, that is competitive with the City's regional peer group.
- Provide a competitive benefits program that supports employee retention and encourages City employees and their families to be healthy and productive leading to a reasonable degree of retirement security following their active service.



City Manager's Office

11/9/11
Date