

## About the City of Greensboro's Total Compensation Program

The City's total compensation program is reviewed periodically.\* This review includes a competitive assessment of the City's salary structures, salaries/wages, employee [benefits](#), and other financial and non-financial rewards that contribute to successful recruitment and retention of a highly qualified, competent and committed workforce.

There are currently four salary structures being utilized for all positions: the [Executive](#) Structure, the [General](#) structure, the [Fire](#) structure, and the [Police](#) structure. Each pay grade within each salary structure has a salary range minimum and salary range maximum. No salary will be paid below the minimum of the salary range, and salaries should not exceed the maximum of the salary range.

A Control Point, assigned within each pay grade, is determined through the periodic review/ competitive assessment process. The Control Point represents the 50<sup>th</sup> percentile or above as measured against our peers and defined in the total compensation philosophy. Within each salary structure we also identify what we refer to as the "Green Zone." Generally speaking, salaries of employees who are meeting performance expectations should, over time, be within the Green Zone of their pay grade.

Employees newly hired at or below the Green Zone Minimums published in the salary structures are eligible for a 2.5% Probationary Increases at the discretion of the hiring official. Completion of a probationary performance review is required prior to the award of an increase. Internal promotions are not eligible for probationary increases.

An education incentive is available to benefit-eligible police officers and firefighters. A \$2,500 lump-sum award is provided for eligible employees who earn an Associate's degree and a \$5,000 lump-sum award is provided for eligible employees who earn a Bachelor's degree. Please refer to the [Plan document](#) for details.

All City positions are assigned to a pay grade within the appropriate salary structure. The current list of City job classifications is posted [here](#) and is updated on a periodic basis to reflect changes in the organization.

\* As an at-will employee, there is no guarantee of salary increases. All increases are subject to change at any time at the sole discretion of the City Council and/or City Manager, or as City compensation policies, programs or practices are introduced, amended, or eliminated.