



City of High Point

Special Meeting Agenda

City Council

Municipal Office Building
211 S. Hamilton Street
High Point, NC 27260

Cyril Jefferson, Mayor
Monica L. Peters, Mayor Pro Tempore (Ward 3)
Britt W. Moore (At Large), Chris Williams (At Large), Vickie M. McKiver (Ward 1), Tyrone Johnson (Ward 2), Dr. Patrick Harman (Ward 4), Tim Andrew (Ward 5), and Michael Holmes (Ward 6)

Monday, July 20, 2026

4:00 PM

3rd Floor Conference Room #302

CALL TO ORDER

ADOPTION OF AGENDA

PRESENTATION OF ITEMS

2026-249 **Evergreen Solutions Classification & Compensation Final Report Presentation**

Evergreen Solutions will present the Evergreen Solutions Classification & Compensation Final Report.

2026-267 **Closed Session**

Closed Session pursuant to N.C.G.S. §143-318.11(a)(4) for Economic Development and N.C.G.S. §143-318.11(a)(6) for Personnel.

ADJOURNMENT

CITY OF HIGH POINT

AGENDA ITEM



TITLE: Evergreen Solutions Classification & Compensation Final Report Presentation

FROM:

Angela Kirkwood
Human Resources Director

MEETING DATE:

July 20, 2026

PUBLIC HEARING:

No

ADVERTISED DATE/BY:

N/A

ATTACHMENTS:

1. Presentation
-

PURPOSE: To provide an overview of Evergreen's Classification & Compensation Study Final Report, including the Summary of Outreach, Assessment of Current Conditions, Market Summary, and Recommendations.

BACKGROUND: In 2024, the City of High Point engaged Evergreen Solutions to conduct a comprehensive Classification & Compensation Study. Evergreen Solutions uses a Hybrid Model that evaluates both an employee's time in their current role and overall tenure with the city, while considering relevant market data to support employee progress within the pay ranges.

Phase I of the study was completed in fiscal year 2024-25, covering 398 city employees in 138 unique job titles, with the study results effective as of June 29, 2025.

Phase II of the study was completed in fiscal year 2025-2026, covering all remaining 948 city employees in 255 unique job titles, with the study results effective July 30, 2026.

In summary, by conducting consolidated, regular Class & Comp studies and making the necessary adjustments, the City can address recruitment and retention challenges more proactively. These steps will not only benefit current employees but also position the City of High Point as a more attractive employer in the competitive job market.

BUDGET IMPACT: N/A

RECOMMENDED ACTION REQUESTED: Information only.

The City of High Point, NC Compensation and Classification Study (Phase 2) Presentation of Results



**Presented by:
Mark Holcombe**



July 20th, 2026

Overview

- Study Goals
- Project Phases
- Employee Meetings
- Current System Findings
- Market Results
- Recommendations
- Next Steps

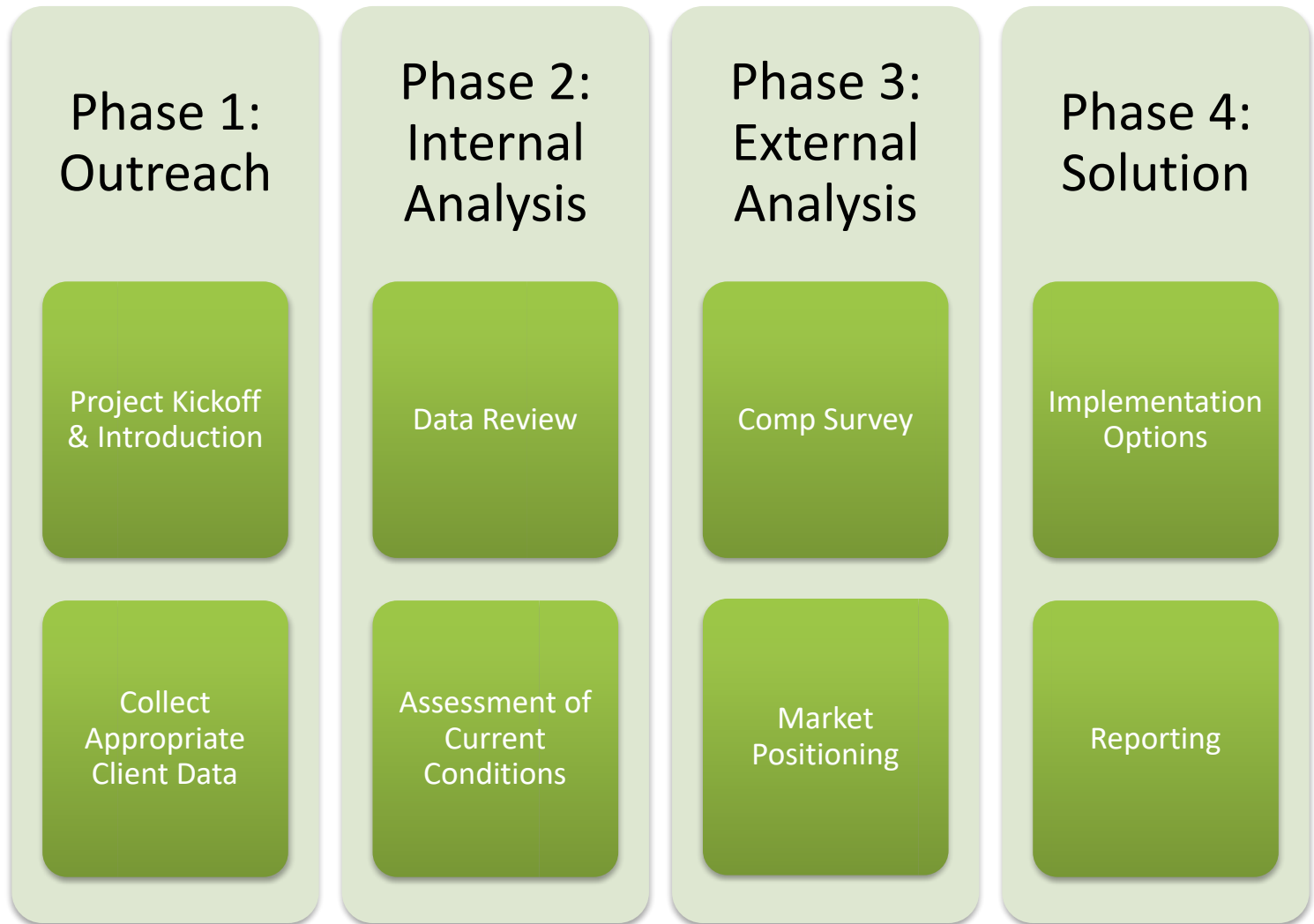


Study Goals

- Review current compensation system to ensure internal equity.
- Survey peer organizations to ensure external equity.
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.



Project Phases



Employee Meetings Comments - Positive

- **Retention & Stability:** Strong job security and benefits support long-term employee retention
- **Community Purpose:** Opportunities to serve the public create meaningful, mission-driven work
- **Structure & Consistency:** Clear policies and procedures promote fairness and consistency
- **Work Culture:** Collaborative, service-oriented environments foster teamwork and support



Employee Meetings

Comments - Concerns

- **Compensation Competitiveness:** Salary limitations hinder ability to compete with the private sector
- **Organizational Flexibility:** Rigid policies and processes can slow decision-making and innovation
- **Recruitment & Staffing:** Difficulty attracting and retaining talent in high-demand roles
- **Performance Management:** Limited flexibility in pay structures reduces ability to reward top performers



Current System Findings

- **Strength:**

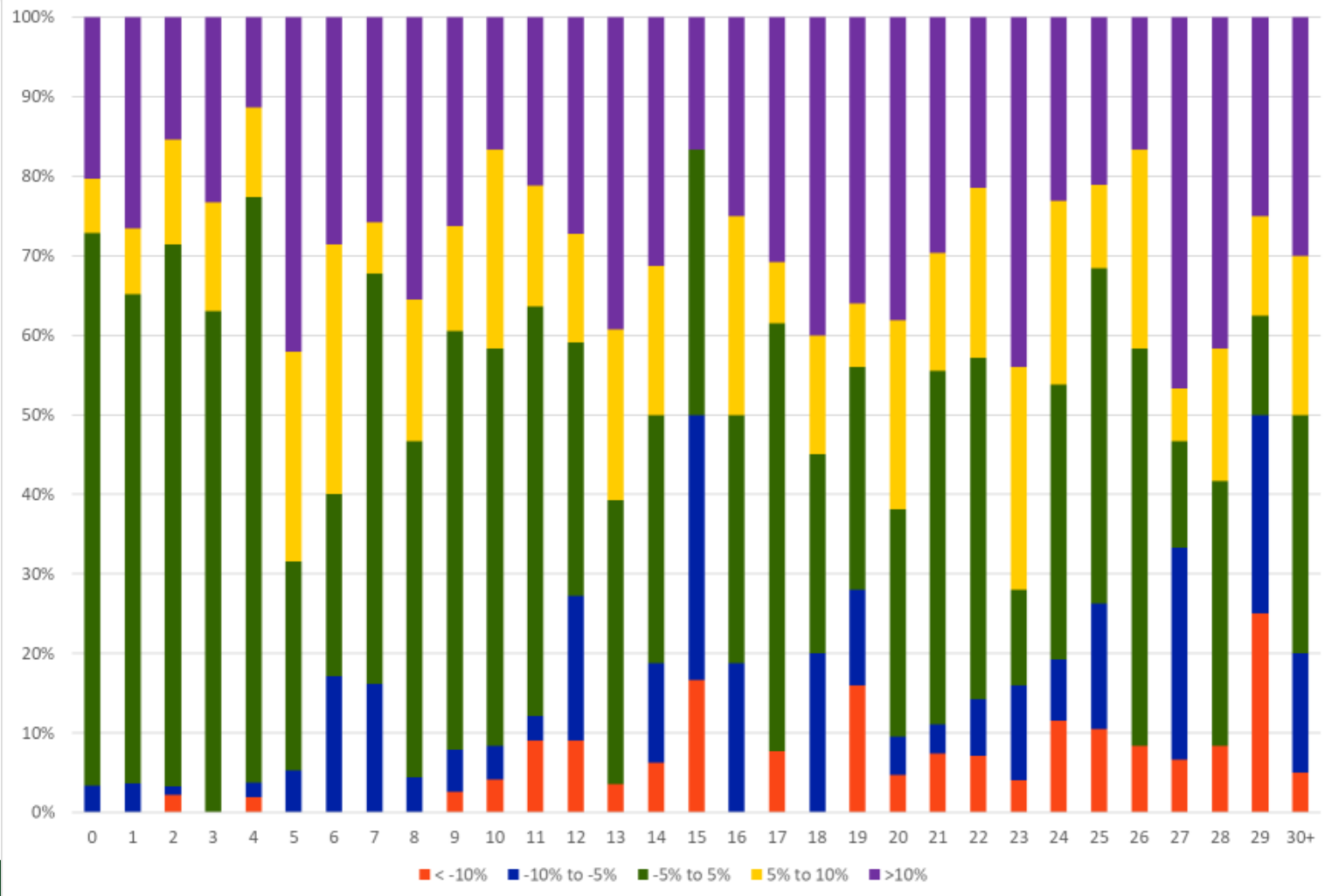
- The City possesses a simple and easy to understand pay structure.
- The City has done a good job of spacing employee and supervisor salaries, with approximately 95% of employees paid less than 95% of their supervisor's salary.

- **Weakness:**

- More compression exists for employees the longer they remain at the City.
- Almost 90% of employees are below the midpoint, and almost two-thirds of employees are paid within the first quartile of the range.



Current System Findings



Market Targets

- Salary survey resulted in responses from seventeen peers, including fourteen cities and three counties.
- All responses are adjusted for cost-of-living differentials.
- Two hundred and fifty-nine positions were benchmarked and compared directly to the market. The average response rate was 9.4 matches per position.

Organization

City of High Point, NC

Asheville, NC

Burlington, NC

Cary, NC

Chapel Hill, NC

Davidson County, NC

Durham County, NC

Durham, NC

Fayetteville, NC

Gastonia, NC

Greensboro, NC

Guilford County, NC

Jacksonville, NC

Mooresville, NC

Raleigh, NC

Salisbury, NC

Wilmington, NC

Winston Salem, NC



Market Results

Unadjusted Results (no cost-of-living adjustment)			Adjusted Results (cost-of-living adjusted)		
Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
-3.5%	-0.7%	0.9%	-1.1%	1.6%	3.2%

- Negative differentials indicate the City is trailing the market, while positive differentials indicate the City is leading the market.
- Results reflect average differences at the classification level and may not represent market positioning for every individual role.
- Analysis is based on pay ranges, not individual employee salaries; actual employee pay may vary within each range



Key Recommendations

1. Adopt an adjusted pay plan with new grades added. The newly recommended pay plan has consistent range spreads and progression between the grades.
2. Reassign pay grades to positions based on internal equity and the market results. Some positions will see larger adjustments than others due to the market response.
3. Place employees within their newly recommended pay grades. Select an implementation methodology that aligns with the compensation philosophy and financial means of the City.



Implementation Costs

Phase II Implementation Options	Phase II Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Bring to Min	\$ 161,664.16	107	\$ 1,510.88	0.2%
Class Parity	\$ 980,295.17	324	\$ 3,025.60	1.0%
Hybrid Parity	\$ 2,920,768.15	659	\$ 4,432.12	3.0%
Tenure Parity	\$ 6,362,447.89	822	\$ 7,740.20	6.6%

- **Hybrid Parity:** Adjusts employee pay based on length of service within the organization and within the current classification. This helps recognize experience and reduce compression among longer-tenured employees.

Next Steps

- **Finalize Solution:** Address any remaining questions from the preferred compensation approach and solution file.
- **Final Reporting & Employee Meetings:** Submit report and host employee meetings.
- **Review Additional Phase I Adjustments:**
 - Address calculation; estimated cost \$250 - \$350k with benefits.
 - Impacts approximately 120 employees
- **Project Maintenance:** Evergreen is available to support implementation and address questions throughout the transition period.



Questions? Thank you!

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CITY OF HIGH POINT

AGENDA ITEM



TITLE: Closed Session

FROM:
Tasha Logan Ford
City Manager

MEETING DATE:
July 20, 2026

PUBLIC HEARING:
No

ADVERTISED DATE/BY:
N/A

ATTACHMENTS:
None

PURPOSE: Closed Session pursuant to N.C.G.S. §143-318.11(a)(4) for Economic Development and N.C.G.S. §143-318.11(a)(6) for Personnel.

BACKGROUND: Closed Session pursuant to N.C.G.S. §143-318.11(a)(4) for Economic Development and N.C.G.S. §143-318.11(a)(6) for Personnel.

BUDGET IMPACT: N/A

RECOMMENDED ACTION REQUESTED: Closed Session pursuant to N.C.G.S. §143-318.11(a)(4) for Economic Development and N.C.G.S. §143-318.11(a)(6) for Personnel.