

The City of Thomasville: 2022 Workplace Climate Study

In 2022, the **City of Thomasville**, in partnership with the UNC School of Government Local Government Workplaces Initiative, conducted a Workplace Climate Survey to better **understand employee concerns and improve organizational culture**. The survey revealed key areas for improvement, including compensation and benefits, employee appreciation, and career development. In response, the City implemented a series of impactful initiatives:

Compensation and Benefits

Salary Study: For the first time in over 15 years, CoT conducted a comprehensive salary study, reviewing every position and grade. This study led to:

- **Cost of Living Adjustments (CoLA):** Employees received an initial 2.5% CoLA, with plans for a second adjustment six months later
- **Minimum Pay Increase:** The City raised pay grade minimums, ensuring no employee earns less than \$15/hour
- **Dependent Coverage:** The cost of dependent health coverage was cut in half, leading to increased enrollment
- **Healthcare Access:** Although an onsite nurse initiative did not materialize, it reflected the City's commitment to employee wellness

Employee Recognition

- **Awards and Events:** 52 employees were or will be honored with the Order of the Long Leaf Pine or the Old North State Award
- **Challenge Coin:** A new recognition tool for employees who go above and beyond
- **Appreciation Events:** Initiatives included volunteer appreciation events and a family pool party

Career Development

- **Leadership Academy:** Launched an internal cohort-based leadership academy to cultivate future leaders
- **More Professional Development:** Trainee and apprentice positions were introduced in key departments, and salary adjustments to support broader recruitment efforts

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