

# BRUNSWICK COUNTY PAY, CLASSIFICATION AND TOTAL BENEFITS STUDY REVIEW



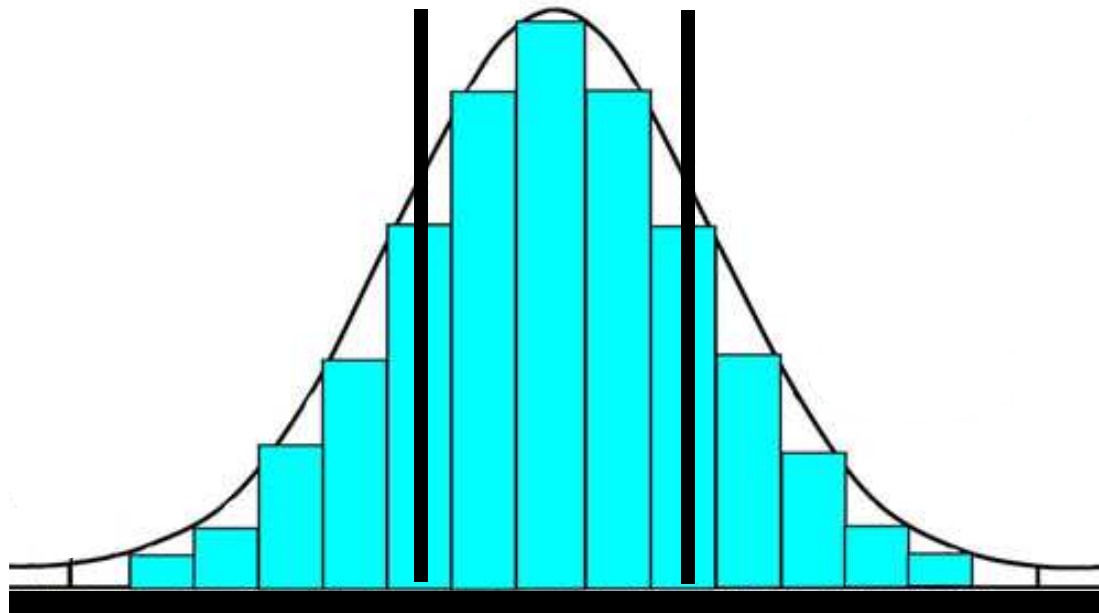
April 18, 2022

## WORKFORCE ANALYSIS AT BEGINNING OF STUDY

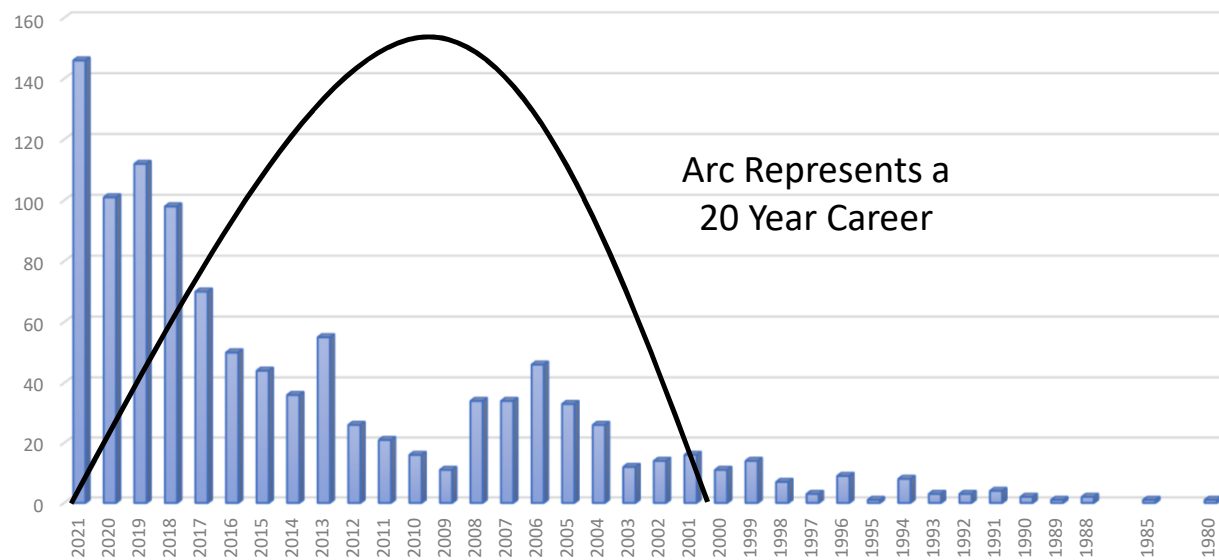
# Standard Deviation “Bell” Curve

In a mature workforce, practically every element regarding employees' pay and performance would expect to be within standard deviations and resemble the “Bell Curve”

Two-thirds of workforce, typically, should be located within the middle third of the measured metric.

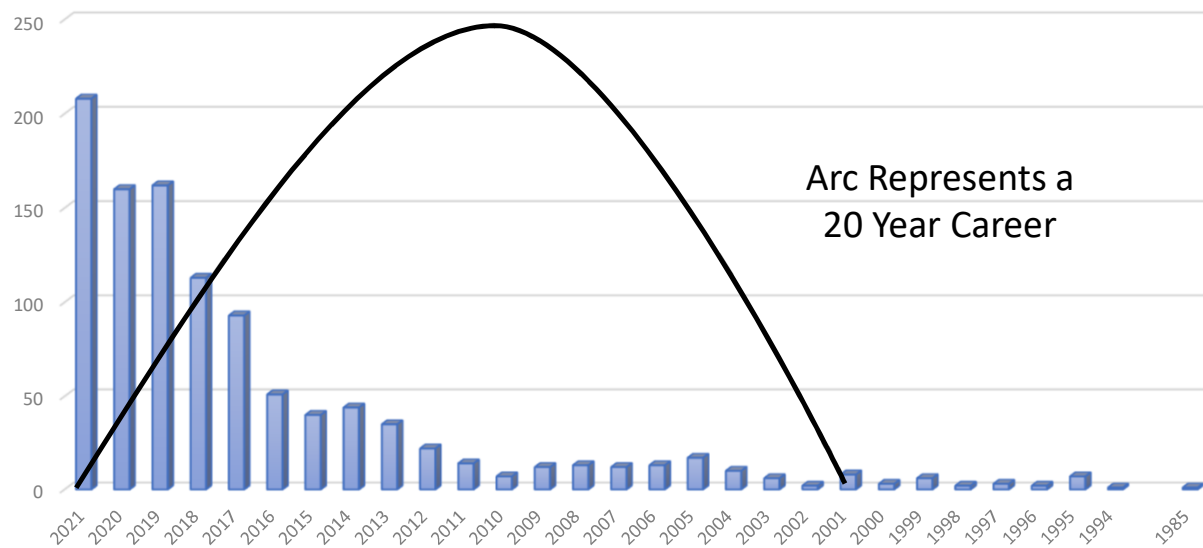


# DISTRIBUTION OF EMPLOYEES BY YEAR OF EMPLOYMENT



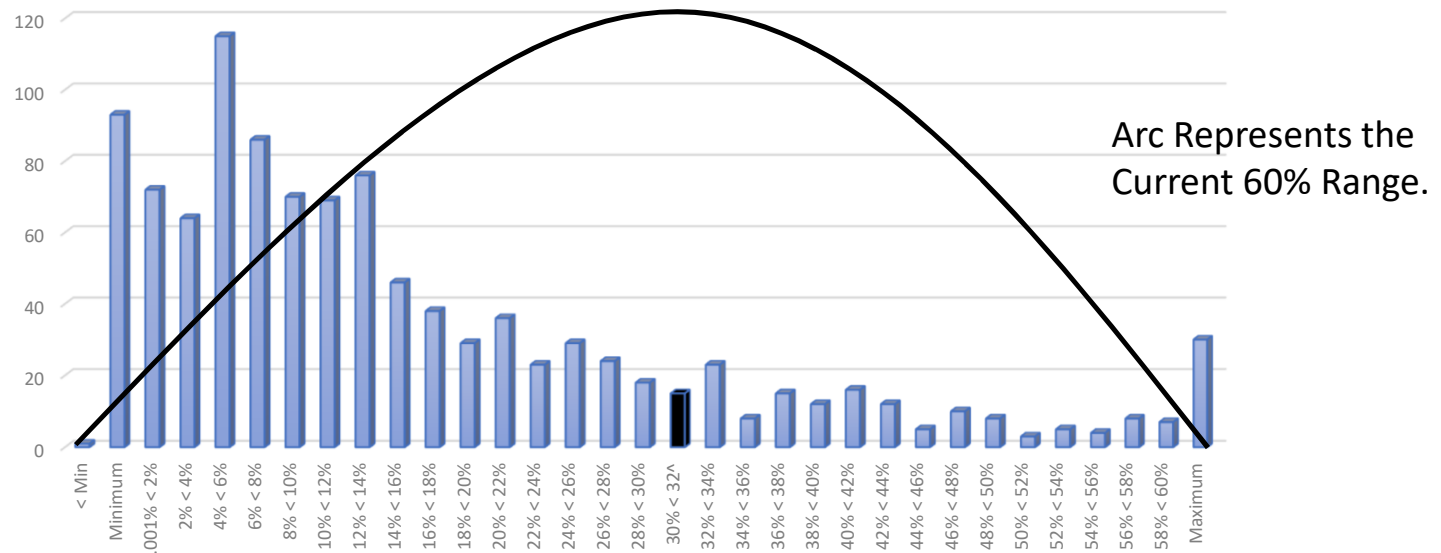
	< 1 Yr	158	14.80%	
	< 2 Yrs	255	23.80%	
	< 5 Yrs	532	49.70%	
	< 10 Yrs	740	69.20%	
	AVG YOS	7.8		

# DISTRIBUTION OF EMPLOYEES BY YEAR IN POSITION



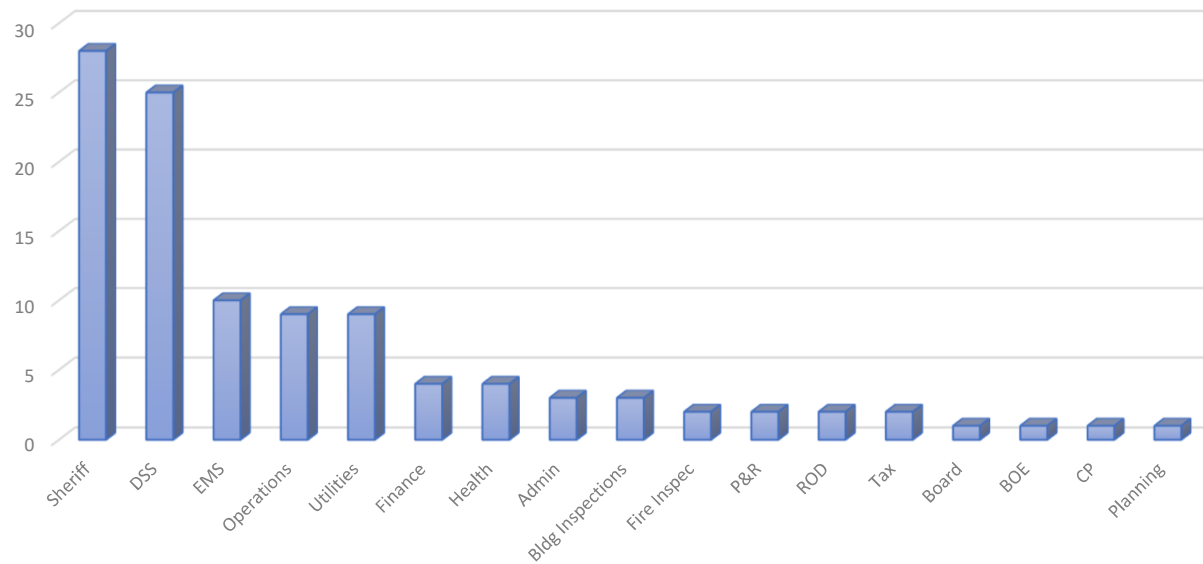
	< 1 Yr	232	21.7%	
	< 2 Yrs	378	35.3%	
	< 5 Yrs	741	69.3%	
	< 10 Yrs	933	87.2%	
	AVG TIP	4.8		

# DISTRIBUTION OF EMPLOYEES BY % ABOVE MINIMUM

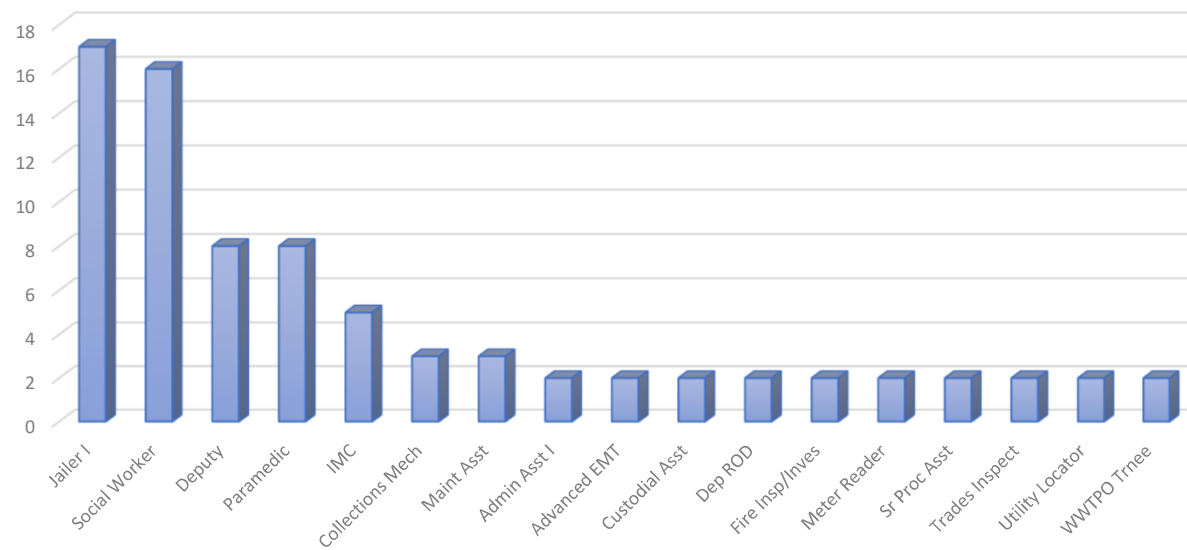


Min	93	8.7%
< 1%	127	11.9%
< 2%	166	15.5%
< 5%	281	26.3%
< 10%	501	46.8%
AVG		15.8%
30 at Max		

# MOST RECENT 10% (107) EMPLOYED – BY DEPARTMENT



# MOST RECENT 10% (107) EMPLOYED – BY CLASSIFICATION





BRUNSWICK COUNTY Pay Plan Fiscal Year 2021-22 Effective 07-01-2021				BRUNSWICK COUNTY Pay Plan Fiscal Year 2021-22 Effective 07-01-2021									
GRADE	MINIMUM	MID-POINT	MAXIMUM	GRADE	MINIMUM	MID-POINT	MAXIMUM						
57	25,979	33,772	41,566	57	\$ 12.49	\$ 16.24	\$ 19.98						60.0%
58	28,131	36,570	45,009	58	\$ 13.52	\$ 17.58	\$ 21.64	8.3%	2,152				60.0%
59	30,284	39,369	48,454	59	\$ 14.56	\$ 18.93	\$ 23.30	7.7%	2,153				60.0%
60	32,437	42,168	51,899	60	\$ 15.59	\$ 20.27	\$ 24.95	7.1%	2,153				60.0%
61	34,590	44,967	55,344	61	\$ 16.63	\$ 21.62	\$ 26.61	6.6%	2,153				60.0%
62	36,742	47,764	58,787	62	\$ 17.66	\$ 22.96	\$ 28.26	6.2%	2,152				60.0%
63	38,895	50,563	62,232	63	\$ 18.70	\$ 24.31	\$ 29.92	5.9%	2,153				60.0%
64	41,048	53,362	65,677	64	\$ 19.73	\$ 25.65	\$ 31.58	5.5%	2,153				60.0%
65	43,201	56,161	69,122	65	\$ 20.77	\$ 27.00	\$ 33.23	5.2%	2,153				60.0%
66	45,353	58,959	72,565	66	\$ 21.80	\$ 28.35	\$ 34.89	5.0%	2,152				60.0%
67	47,506	61,758	76,010	67	\$ 22.84	\$ 29.69	\$ 36.54	4.7%	2,153				60.0%
68	49,659	64,557	79,455	68	\$ 23.87	\$ 31.04	\$ 38.20	4.5%	2,153				60.0%
69	51,811	67,354	82,898	69	\$ 24.91	\$ 32.38	\$ 39.85	4.3%	2,152				60.0%
70	53,965	70,155	86,344	70	\$ 25.94	\$ 33.73	\$ 41.51	4.2%	2,154				60.0%
71	56,118	72,954	89,789	71	\$ 26.98	\$ 35.07	\$ 43.17	4.0%	2,153				60.0%
72	58,270	75,751	93,232	72	\$ 28.01	\$ 36.42	\$ 44.82	3.8%	2,152				60.0%
73	60,423	78,550	96,677	73	\$ 29.05	\$ 37.76	\$ 46.48	3.7%	2,153				60.0%
74	62,576	81,349	100,122	74	\$ 30.08	\$ 39.11	\$ 48.14	3.6%	2,153				60.0%
75	64,728	84,147	103,565	75	\$ 31.12	\$ 40.46	\$ 49.79	3.4%	2,152				60.0%
76	66,881	86,946	107,010	76	\$ 32.15	\$ 41.80	\$ 51.45	3.3%	2,153				60.0%
77	69,034	89,745	110,455	77	\$ 33.19	\$ 43.15	\$ 53.10	3.2%	2,153				60.0%
78	71,187	92,544	113,900	78	\$ 34.22	\$ 44.49	\$ 54.76	3.1%	2,153				60.0%
79	73,341	95,343	117,345	79	\$ 35.26	\$ 45.84	\$ 56.42	3.0%	2,153				60.0%
80	75,492	98,140	120,788	80	\$ 36.29	\$ 47.18	\$ 58.07	2.9%	2,152				60.0%
81	77,645	100,938	124,232	81	\$ 37.33	\$ 48.53	\$ 59.73	2.9%	2,152				60.0%
82	79,797	103,737	127,676	82	\$ 38.36	\$ 49.87	\$ 61.38	2.8%	2,153				60.0%
83	81,951	106,537	131,122	83	\$ 39.40	\$ 51.22	\$ 63.04	2.7%	2,154				60.0%
84	84,104	109,335	134,566	84	\$ 40.43	\$ 52.56	\$ 64.70	2.6%	2,152				60.0%
85	86,257	112,134	138,011	85	\$ 41.47	\$ 53.91	\$ 66.35	2.6%	2,153				60.0%
86	88,409	114,931	141,454	86	\$ 42.50	\$ 55.26	\$ 68.01	2.5%	2,152				60.0%
87	90,563	117,732	144,901	87	\$ 43.54	\$ 56.60	\$ 69.66	2.4%	2,154				60.0%
88	92,716	120,531	148,346	88	\$ 44.57	\$ 57.95	\$ 71.32	2.4%	2,153				60.0%
89	94,867	123,327	151,788	89	\$ 45.61	\$ 59.29	\$ 72.97	2.3%	2,151				60.0%
90	97,021	126,127	155,233	90	\$ 46.64	\$ 60.64	\$ 74.63	2.3%	2,153				60.0%
91	99,173	128,924	158,676	91	\$ 47.68	\$ 61.98	\$ 76.29	2.2%	2,152				60.0%
92	101,326	131,724	162,121	92	\$ 48.71	\$ 63.33	\$ 77.94	2.2%	2,153				60.0%
93	103,479	134,523	165,566	93	\$ 49.75	\$ 64.67	\$ 79.60	2.1%	2,153				60.0%
94	105,631	137,321	169,010	94	\$ 50.78	\$ 66.02	\$ 81.25	2.1%	2,152				60.0%
95	107,785	140,120	172,455	95	\$ 51.82	\$ 67.37	\$ 82.91	2.0%	2,153				60.0%
96	109,938	142,919	175,901	96	\$ 52.85	\$ 68.71	\$ 84.57	2.0%	2,153				60.0%
97	112,090	145,717	179,344	97	\$ 53.89	\$ 70.06	\$ 86.22	2.0%	2,152				60.0%
98	114,243	148,516	182,789	98	\$ 54.92	\$ 71.40	\$ 87.88	1.9%	2,153				60.0%
99	116,395	151,314	186,232	99	\$ 55.96	\$ 72.75	\$ 89.53	1.9%	2,152				60.0%
100	118,549	154,113	189,678	100	\$ 56.99	\$ 74.09	\$ 91.19	1.9%	2,153				60.0%
101	120,702	156,913	193,123	101	\$ 58.03	\$ 75.44	\$ 92.85	1.8%	2,153				60.0%
102	122,855	159,712	196,569	102	\$ 59.07	\$ 76.78	\$ 94.50	1.8%	2,153				60.0%
103	125,009	162,511	200,014	103	\$ 60.10	\$ 78.13	\$ 96.16	1.8%	2,153				60.0%
104	127,162	165,311	203,460	104	\$ 61.14	\$ 79.48	\$ 97.82	1.7%	2,153				60.0%
105	129,311	168,104	206,903	105	\$ 62.17	\$ 80.82	\$ 99.47	1.7%	2,149				60.0%
106	131,465	170,904	210,346	106	\$ 63.20	\$ 82.17	\$ 101.13	1.7%	2,153				60.0%
107	133,618	173,703	213,789	107	\$ 64.24	\$ 83.51	\$ 102.78	1.6%	2,153				60.0%
108	135,771	176,503	217,233	108	\$ 65.27	\$ 84.86	\$ 104.44	1.6%	2,153				60.0%
109	137,925	179,302	220,678	109	\$ 66.31	\$ 86.20	\$ 106.10	1.6%	2,153				60.0%
110	140,078	182,102	224,124	110	\$ 67.35	\$ 87.55	\$ 107.75	1.6%	2,153				60.0%
111	142,232	184,901	227,571	111	\$ 68.38	\$ 88.89	\$ 109.41	1.5%	2,153				60.0%
112	144,385	187,701	231,016	112	\$ 69.42	\$ 90.24	\$ 111.07	1.5%	2,153				60.0%

56 grades with differentials ranging from 8.3%, at the lowest grade, to 1.5%, at the highest grade, resulting from standard dollar amount difference between each grade. Positions requiring the greatest diversity and levels of duties, responsibilities and authorities have the smallest percentage differentials between grades. The average differential is 3.2%.

# PAY AND CLASSIFICATION STUDY

## Classification and Pay Study Process

- Job descriptions and organizational charts reviewed
- Meetings with department directors
- Employees completed a 12-page Position Description Questionnaire capturing every element of each position
- Reviewed by Supervisor and Department Head before submission to HR then to Consultant
- Interviews conducted with employees
- Data relevant to each classification was collected and analyzed from the identified market study local governments/entities

## Classification and Pay Study Process

- Similar in size and delivery of services
- Geographic location
- Direct competitors for talent

Myrtle Beach	Brunswick Regional (H2GO)	Buncombe Co.	Iredell Co.
N. Myrtle Beach	Cape Fear PUA	Cabarrus Co.	Johnston Co.
Wilmington	Grand Strand W/S	Catawba Co.	New Hanover Co.
	Greenville Utilities	Columbus Co.	Onslow Co.
	Onslow (ONWASA)	Craven Co.	Orange Co.
	Orange (OWASA)	Dare Co.	Pender Co.
		Harnett Co.	Pitt Co
		Henderson Co.	Union Co.
		Horry Co.	

# Classification and Pay Study Process

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- Geographic location
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## **April 6, 2022, Cape Fear Public Utility Authority Finance Committee Report**

Our area's unemployment rate through November 2021 was 3 percent. CFPUA's turnover for February 2022 was 15.54 percent, with almost 40 percent of that in the Customer Service department, 21.4 percent in meter services, 14.5 percent in distribution, and 17.57 percent in water treatment. Many of those positions are in the lower pay ranges, and exit interviews indicate that employees have left for jobs that will pay them more.

The Cape Fear Collective publishes data regarding cost of living in the region. Its self-sufficiency standards for one adult and one child in New Hanover County is \$48,052 annually, and 45 percent of CFPUA's employees are below that amount. Our lowest salary is \$31,321.

The HR Committee management team recommend a tiered cost of living increase, as follows:

Pay grades G10-G15 would receive 10 percent;

Pay grades G16-R30 would receive 8 percent; and,

Pay grades R31 and above would receive 5 percent.

## Wilmington City Council Meeting April 5, 2022

At the request of City Council, staff is bringing forward this ordinance to approve all necessary changes to job classes and pay ranges as presented to City Council, and to begin funding the recommended compensation plan changes, effective with the March 28, 2022, pay-period for all employees.

# City of Wilmington Website: Vacancy Announcement for Police Officer

## Pay

### For Trainees

They will be paid \$21.12/hour (\$43,929.60/year) while they are in BLET. Upon graduating BLET and becoming sworn they will receive a 5% increase with a new salary of \$21.18 or \$46,257.12/year.

### For Lateral Transfers

They can receive a salary between \$21.18 (\$46,257.12) and \$27.54 (\$60,147.36) depending on their years of experience as a sworn police officer.



## What Do Those Changes Look Like?

Classification	Minimum	Midpoint	Maximum	
WWTP OP I	\$44,102	\$56,913	\$69,724	CFPUA
+ 10%	\$48,512	\$62,604	\$76,696	CFPUA
WWTP OP I	\$34,590	\$44,967	\$55,344	Brunswick Co.
Police Officer	\$38,984	\$49,686	\$60,431	Wilmington
+18.66%	\$46,257	\$60,147	\$74,015	Wilmington
Deputy Sheriff	\$41,048	\$53,362	\$65,677	Brunswick Co.

## Market Comparison to Initial Market Group

Deputy Sheriff	Grd	Min	Midpt	Max	Avg	CR	Range	Comparison
City of Myrtle Beach		43,014	54,881	66,747	53,222	0.97	55.18%	Police Officer First Class
City of North Myrtle Beach		43,180	60,008	76,835	50,772	0.85	77.94%	Public Safety Officer
City of Wilmington		38,984	49,708	60,431	46,757	0.94	55.01%	Police Officer
NC State Highway Patrol		48,569	59,718	70,867	48,569	0.81	45.91%	Trooper
Buncombe County		40,976	54,293	67,610	48,893	0.90	65.00%	Deputy Sheriff
Cabarrus County		41,364	52,918	64,471	47,595	0.90	55.86%	Deputy Sheriff
Catawba County		40,214	53,284	66,354	45,906	0.86	65.00%	Deputy Sheriff
Craven County		42,135	62,638	83,140	42,824	0.68	97.32%	Deputy Sheriff
Dare County		39,287	51,074	62,860	45,169	0.88	60.00%	Deputy Sheriff
Harnett County		40,774	54,026	67,277	46,023	0.85	65.00%	Deputy Sheriff
Henderson County		37,897	51,033	64,168	40,177	0.79	69.32%	Deputy Sheriff I
Horry County, SC		41,447	51,154	60,860	54,990	1.07	46.84%	Police Officer
Iredell County		39,924	50,923	61,922	45,466	0.89	55.10%	Deputy Sheriff
Johnston County		45,959	56,898	67,836	51,446	0.90	47.60%	Deputy Sheriff
New Hanover County		40,608	53,752	66,895	46,317	0.86	64.73%	Deputy Sheriff
Onslow County		40,240	52,312	64,383	48,799	0.93	60.00%	Deputy Sheriff I
Orange County		39,978	54,748	69,517	42,507	0.78	73.89%	Deputy Sheriff I
Pender County		39,455	49,318	59,182	40,737	0.83	50.00%	Deputy Sheriff
Pitt County		42,490	54,824	67,157	47,661	0.87	58.05%	Deputy Sheriff I
Union County		44,092	56,217	68,343	50,651	0.90	55.00%	Deputy Sheriff I
<b>Brunswick County</b>	<b>64</b>	<b>41,048</b>	<b>53,362</b>	<b>65,677</b>	<b>44,626</b>	<b>0.84</b>	<b>60.00%</b>	
Average	1.2%	41,529	54,186	66,843	47,224	0.87	60.95%	5.8%
Median (50th pctl)	-0.4%	40,875	53,889	66,821	47,176	0.88	63.48%	5.7%
<b>Recommendation</b>	<b>106</b>	<b>42,775</b>	<b>55,608</b>	<b>68,440</b>			<b>60.00%</b>	

# Focus on the Immediate Geographic Competitors

<b>Deputy Sheriff</b>	<b>4.5%</b>	<b>Grd</b>	<b>Min</b>	<b>Midpt</b>	<b>Max</b>	<b>Avg</b>	<b>CR</b>	<b>Range</b>	<b>Comparison</b>
City of Myrtle Beach			43,014	54,881	66,747	53,222	0.97	55.18%	Certified Police Officer
City of North Myrtle Beach			43,180	60,008	76,835	50,772	0.85	77.94%	Public Safety Officer
City of Wilmington			46,257	60,147	74,015	46,757	0.78	60.01%	Police Officer
Horry County, SC			41,447	51,154	60,860	54,990	1.07	46.84%	Police Officer
New Hanover County			41,496	54,196	66,895	46,317	0.85	61.21%	Deputy Sheriff
<b>Deputy Sheriff</b>		<b>64</b>	<b>41,048</b>	<b>53,362</b>	<b>65,677</b>	<b>44,626</b>	<b>0.84</b>	<b>60.00%</b>	
Average	45,017	4.9%	43,079	56,077	69,070	50,412	0.90	60.34%	-11.5%
Median (50th pctl)	44,950	4.8%	43,014	54,881	66,895	50,772	0.93	55.52%	-12.1%
<b>Recommendation</b>		<b>P07</b>	<b>46,500</b>	<b>62,775</b>	<b>79,050</b>			70.00%	

# BENEFITS COMPARISON ANALYSIS

# Benefits Comparison Analysis

- Customized Benefits Survey developed and sent to initial 26 local governments and public utilities.
- 17 (65.4%) responses. Responses returned to 150 Benefits related questions.
- Survey requested responses regarding Paid Holidays; Vacation, Sick, Civil and Funeral Leave; Retirement System; Group Life Insurance; Group Medical Insurance; as well as Dental, Disability, Tuition Assistance, Military Leave, Pre-taxed deductions, 401(k)/457 Plans and EAP.
- Additional questions covered Pay and Classification areas such as pay plan design, ranges and grade differential percentages; merit/COLA; Performance Appraisal increases; Travel reimbursement; Longevity recognition payment.
- Other areas covered included Non-traditional work schedules; Overtime compensation method; On-call/Stand By compensation; shift differential; Shared Leave; Elected Officials and Part-Time employee benefits.

# Benefits Comparison Analysis

With the exception of a few differences such as adding Juneteenth to the holiday schedule and not having a wellness center/program, Brunswick County was in line with each of the benefits areas.

# RECOMMENDATIONS

# RECOMMENDATIONS

## Consistency in Title Names in Detention Center

<b>Current Title</b>	<b>Proposed Title</b>
Jail Administrator	Detention Center Administrator
Detention Lieutenant	Detention Lieutenant
Detention Sergeant	Detention Sergeant
Detention Corporal	Detention Corporal
Jailer II	Detention Officer II
Jailer I	Detention Officer I



# RECOMMENDATIONS

For EEOC Considerations, Replace “Foreman” with Supervisor

<b>Current Title</b>	<b>Proposed Title</b>
Instrumentation/Elect Foreman	Instrumentation/Elect Supervisor
Utilities Foreman	Utilities Supervisor
Water Distribution Foreman	Water Distribution Supervisor
WW Treatment Maint. Foreman	WW Treatment Maint. Supervisor

## RECOMMEND TWO PAY PLANs

- General Pay Plan
- Public Safety Pay Plan

# CURRENT PAY PLAN

GRADE	MINIMUM	MID-POINT	MAXIMUM	Range	Min Diff	Mid Diff	Max Diff	\$ Diff
57	25,979	33,772	41,566	60.0%				
58	28,131	36,570	45,009	60.0%	8.28%	8.28%	8.28%	2,152
59	30,284	39,369	48,454	60.0%	7.65%	7.65%	7.65%	2,153
60	32,437	42,168	51,899	60.0%	7.11%	7.11%	7.11%	2,153
61	34,590	44,967	55,344	60.0%	6.64%	6.64%	6.64%	2,153
62	36,742	47,764	58,787	60.0%	6.22%	6.22%	6.22%	2,152
63	38,895	50,563	62,232	60.0%	5.86%	5.86%	5.86%	2,153
64	41,048	53,362	65,677	60.0%	5.54%	5.54%	5.54%	2,153
65	43,201	56,161	69,122	60.0%	5.25%	5.25%	5.25%	2,153
66	45,353	58,959	72,565	60.0%	4.98%	4.98%	4.98%	2,152

103	125,009	162,511	200,014	60.0%	1.75%	1.75%	1.75%	2,153
104	127,162	165,311	203,460	60.0%	1.72%	1.72%	1.72%	2,153
105	129,311	168,104	206,903	60.0%	1.69%	1.69%	1.69%	2,149
106	131,465	170,904	210,346	60.0%	1.67%	1.67%	1.66%	2,153
107	133,618	173,703	213,789	60.0%	1.64%	1.64%	1.64%	2,153
108	135,771	176,503	217,233	60.0%	1.61%	1.61%	1.61%	2,153
109	137,925	179,302	220,678	60.0%	1.59%	1.59%	1.59%	2,153
110	140,078	182,102	224,124	60.0%	1.56%	1.56%	1.56%	2,153
111	142,232	184,901	227,571	60.0%	1.54%	1.54%	1.54%	2,153
112	144,385	187,701	231,016	60.0%	1.51%	1.51%	1.51%	2,153

# RECOMMENDED GENERAL PAY PLAN

<b>10</b>	30,098	40,633	51,167	70.00%	
<b>11</b>	31,603	42,664	53,725	70.00%	5.00%
<b>12</b>	33,183	44,797	56,412	70.00%	5.00%
<b>13</b>	34,842	47,037	59,232	70.00%	5.00%
<b>14</b>	36,585	49,389	62,194	70.00%	5.00%
<b>15</b>	38,414	51,859	65,304	70.00%	5.00%
<b>16</b>	40,335	54,452	68,569	70.00%	5.00%
<b>17</b>	42,351	57,174	71,997	70.00%	5.00%
<b>18</b>	44,469	60,033	75,597	70.00%	5.00%
<b>19</b>	46,692	63,035	79,377	70.00%	5.00%

<b>37</b>	112,371	151,700	191,030	70.00%	5.00%
<b>38</b>	117,989	159,285	200,581	70.00%	5.00%
<b>39</b>	123,888	167,249	210,610	70.00%	5.00%
<b>40</b>	130,083	175,612	221,141	70.00%	5.00%
<b>41</b>	136,587	184,393	232,198	70.00%	5.00%
<b>42</b>	143,416	193,612	243,808	70.00%	5.00%
<b>43</b>	150,587	203,293	255,998	70.00%	5.00%
<b>44</b>	158,117	213,457	268,798	70.00%	5.00%
<b>45</b>	166,022	224,130	282,238	70.00%	5.00%

- Extends Range from Current 60% to 70%
- Establishes 5% Differential between Grades Rather than Flat Dollar Amount.
- Number of grades reduced from 56 to 36

# RECOMMENDED PUBLIC SAFETY PAY PLAN

Grade	Minimum	Midpoint	Maximum	Range	Diff Min	Diff Midpt	Diff Max
P01	34,699	46,844	58,988	70%			
P02	36,434	49,186	61,938	70%	5.00%	5.00%	5.00%
P03	38,256	51,645	65,035	70%	5.00%	5.00%	5.00%
P04	40,168	54,227	68,286	70%	5.00%	5.00%	5.00%
P05	42,177	56,939	71,701	70%	5.00%	5.00%	5.00%
P06	44,286	59,786	75,286	70%	5.00%	5.00%	5.00%
P07	46,500	62,775	79,050	70%	5.00%	5.00%	5.00%
P08	48,825	65,914	83,003	70%	5.00%	5.00%	5.00%
P09	51,266	69,209	87,153	70%	5.00%	5.00%	5.00%
P10	53,830	72,670	91,510	70%	5.00%	5.00%	5.00%
P11	56,521	76,303	96,086	70%	5.00%	5.00%	5.00%
P12	59,347	80,119	100,890	70%	5.00%	5.00%	5.00%
P13	62,314	84,125	105,935	70%	5.00%	5.00%	5.00%
P14	65,430	88,331	111,231	70%	5.00%	5.00%	5.00%
P15	68,702	92,747	116,793	70%	5.00%	5.00%	5.00%
P16	72,137	97,385	122,632	70%	5.00%	5.00%	5.00%
P17	75,744	102,254	128,764	70%	5.00%	5.00%	5.00%
P18	79,531	107,367	135,202	70%	5.00%	5.00%	5.00%
P19	83,507	112,735	141,962	70%	5.00%	5.00%	5.00%
P20	87,683	118,372	149,061	70%	5.00%	5.00%	5.00%
P21	92,067	124,290	156,514	70%	5.00%	5.00%	5.00%
P22	96,670	130,505	164,339	70%	5.00%	5.00%	5.00%
P23	101,504	137,030	172,556	70%	5.00%	5.00%	5.00%
P24	106,579	143,881	181,184	70%	5.00%	5.00%	5.00%
P25	111,908	151,076	190,243	70%	5.00%	5.00%	5.00%

From Market  
Comparison  
Work Sheet:  
Deputy Sheriff

- Extends Range from Current 60% to 70%
- Establishes 5% Differential between Grades Rather than Flat Dollar Amount.
- Number of grades reduced from 56 to 25

# RECOMMENDATIONS

- Assign each Position to the Recommended Pay Grade; and,
- Establish each Employee's Salary at the Same Percentage Above Minimum as they have in their Current Grade or Adjust each Employee's Salary with 7% COLA, Whichever is Greater.

# RECOMMENDATIONS

**Assign each Classification to the Recommended Pay Grade.** For Example:

- Deputy Sheriff from Current Grade 64 (\$41,048 - \$53,362 - \$65,677) to Public Safety Pay Grade P07 (\$46,500 - \$62,775 - \$79,050);
- WWTP Operator I from Current Grade 61 (\$34,590 - \$44,967 - \$55,344) to General Pay Plan Grade 17 (\$42,351 - \$57,174 - \$ 71,997);
- Social Worker III from Current Grade 70 (\$53,965 - \$70,155 - \$86,344) to General Pay Plan Grade 24 (\$59,592 - \$80,450 - \$101,307)

# RECOMMENDATIONS

**Assign each Employee's Salary at the Same Percent Above Minimum; or, 7% COLA, Whichever is Greater.** For Example:

A Deputy Sheriff's Salary is Currently 10% Above the Minimum of Grade 64. The Position is Assigned to Grade P07 and the Deputy's Salary is Placed at 10% above the Minimum Salary of Grade P07; or, 7% COLA, Whichever is Greater.

A WWTP Operator I's Salary is Currently 5% Above the Minimum of Grade 61. The Position is Assigned to Grade 17 and the WWTP Operator I's Salary is Placed at 5% above the Minimum Salary of Grade 17; or, 7% COLA, Whichever is Greater.

A SW III's Salary is Currently 12% Above the Minimum of Grade 70. The Position is Assigned to Grade 24 and the SW III's Salary is Placed at 12% above the Minimum Salary of Grade 24; or, 7% COLA, Whichever is Greater.



# IMPLEMENTATION

## IMPLEMENTATION

Estimated Annual Implementation Cost:

*\$7.4M Base salaries (including vacancies)*

*\$1.98M Retirement/401k/FICA/LTD*

*\$440,000 in scheduled overtime and longevity*

*Total Cost: \$9.78M*

*Estimated Cost for remainder of FY 2021-22 if implemented  
on April 18, 2022:*

*Total Cost: \$1.85M*

THANK YOU  
I LOOK FORWARD TO ANSWERING YOUR QUESTIONS