



Classification and Compensation Study Public Safety Update



Background

- In FY 17-18 Management Advisory Group International (MAG) conducted a salary and compensation study to address recruitment and retention for the organization.
- In addition to other findings, MAG concluded that the salaries of our public safety employees were substantially below the market and recommended a budget allocation of \$1,646,240 to align their salaries with the selected market.
- In the 2018-19 budget the BOCC approved \$1.7 million to address the salary concerns for the public safety employees, as identified in the study.



BOCC Questions & Comments

- **Remove all city municipalities from the compiled survey and provide the results to the Board of Commissioners – *This information has been shared with the Commissioners***

The following cities were removed from:

- City of Durham**
- City of Greensboro**
- City of Raleigh**
- City of Winston Salem**



Newly Defined Market will include the following Jurisdictions:

- **Cumberland County**
 - **Forsyth County**
 - **Guilford County**
 - **Mecklenburg County**
 - **New Hanover County**
 - **Orange County**
 - **Wake County**
- *The revised market does not include our competitive peers. Not including the cities impedes on the County's ability to remain competitive with our immediate market, such as the City of Durham, City of Raleigh and the City of Greensboro.*



What will the \$1.7M cover?

- **Provides a 2.5% across-the-board salary increase for all public safety staff**
- **Includes cost to bring public safety employees to the new salary minimum for their respective classification**
- **Addresses compression issues**



Classifications Impacted

Deputy Sheriff Series

Bailiff

Chief Deputy

Deputy Sheriff

Deputy Sheriff Trainee

Deputy Sheriff Captain

Deputy Sheriff Corporal

Deputy Sheriff Major

Deputy Sheriff Sergeant

Detention Officer Series

Detention Officer

Detention Officer Major

Detention Officer Trainee

Detention Officer Captain

Detention Officer Lieutenant

Detention Officer Sergeant

Detention Officer-Staff Sgt.

Detention Officer Admin

Senior Detention Officer

Youth Home Counselor Series

Youth Home Counselor

Youth Home Supervisor

**Youth Home Senior
Supervisor**



Classifications Impacted (cont'd)

EMT Series

Community Paramedic

EMS Officer I

EMS Officer II

EMS Technician

Managing EMS Officer I

Managing EMS Officer II

Supervising EMS Officer I

Supervising EMS Officer II

*Firefighting & Mgmt. Series**

Assistant Fire Chief

Assistant Fire Marshal

Div. Chief of Emer Mgmt.

Fire Captain

Firefighter

Firefighter Trainee

Firefighter/Driver

Safety Officer



Number of Employees Impacted By Department

EMERGENCY MEDICAL SERVICES: 133 (\$513,046)

- Number of employees moving to the new minimum: 60
- Number of employees receiving for compression issues: 77
- Flat 2.5% for all EMS Employees \$145,995
- Adjustment to Minimum \$165,754
- Additional Market Adjustments \$201,297
- **Total Adjustment \$513,046**



Number of Employees Impacted By Department

FIRE MARSHAL/EMERGENCY MGMT: 63 (\$243,609)*

- Number of employees moving to the new minimum: 27
- Number of employees receiving for compression issues: 39
- Flat 2.5% for Fire Marshal/Emerg. Mgmt. Employees \$ 69,979
- Adjustment to Minimum \$ 74,473
- Additional Market Adjustments \$ 99,157
- **Total Adjustment \$243,609***

** Actual salary adjustments will be lower due to positions transferred from the Durham County Fire and Rescue to the City of Durham's Fire Department.*



Number of Employees Impacted By Department

SHERIFF DEPARTMENT/JAIL: 373 (\$828,372)

- Number of employees moving to the new minimum: 59
- Number of employees receiving for compression issues: 134
- Flat 2.5% for Sheriff Dept./Jail Employees \$457,033
- Adjustment to Minimum \$101,741
- Additional Market Adjustments \$269,598
- **Total Adjustment \$828,372**



Number of Employees Impacted By Department

YOUTH HOME: 18 (\$45,523)

- Number of employees moving to the new minimum: 3
- Number of employees receiving for compression issues: 8
- Flat 2.5% for Youth Home Employees \$18,848
- Adjustment to Minimum \$ 4,054
- Additional Market Adjustments \$22,621
- **Total Adjustment \$45,523**



Summary

Summary for Public Safety

Current Payroll	\$28,301,807
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Flat 2.5% for all Employees	\$ 707,545
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Adjustment to Minimum	\$ 346,022
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Additional Market Adjustments	\$ 592,673
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Total Adjustments	\$1,646,240*
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Proposed Payroll	\$29,948,047
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** Actual salary adjustments will be lower due to 63 positions transferred from the Durham County Fire and Rescue to the City of Durham's Fire Department.*



Recommendations and Suggestions

Recommendations

BOCC consider implementing the Classification and Compensation Study recommendations for the remaining employee classifications.



Proposed Next Steps

- Update market information requested by the BOCC to include revised peer data.
- Implement public safety salary recommendations by September 24, 2018, increase will be retroactive to July 1, 2018.
- Present the updated classification and compensation peer data to the BOCC at the October worksession.
- Develop funding strategy to address the remaining employee classifications impacted by market and/or salary compression issues.

Questions



