

Total Compensation Study Implementation Part II

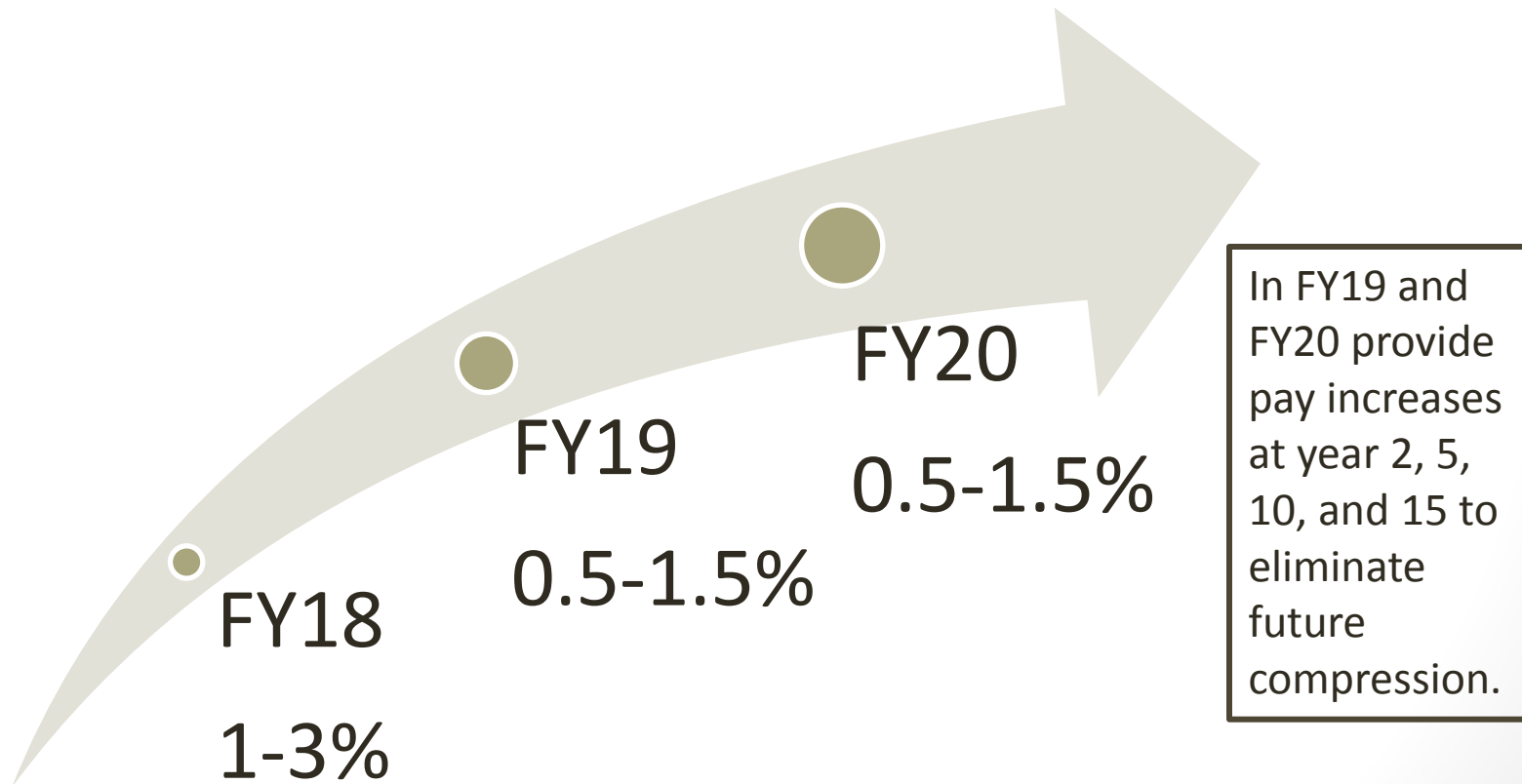
June 27, 2017

Background

- On June 15, 2017 we presented the following recommendations:
 - Adoption of the proposed pay scale
 - COLA
 - Longevity Pay Increase
 - Classification Date Parity Increase
- Drivers for implementation
 - Alleviate compression that impacts morale
 - Maintain salaries with the market to enable recruitment
 - Utilize pay to support retention

Additional Compression Relief

- Follow proposed pay increases with additional pay increases for longevity



Three-Year Plan

Year	Activity	Cost
FY18	COLA- 1.3%	
FY18	Longevity- 5 yrs.- 1%, 10 yrs.- 2%, 15 yrs.- 3%	
FY18	Classification Date Parity- Phase 1 (33% of recommended)	
FY18	Total Estimated Cost	3.2% of payroll
FY19	COLA- 1.2%	
FY19	Longevity- .5% at 3 yrs. & 12 yrs., 1% at 5, 10, 15 yrs.	
FY19	Classification Date Parity- Phase 2 (33% of recommended)	
FY19	Total Estimated Cost	3.0% of payroll
FY20	COLA- 1.7%	
FY20	Longevity- .5% at 3 yrs. & 12 yrs., 1% at 5, 10, 15 yrs.	
FY20	Classification Date Parity- Phase 3 (33% of recommended)	
3 year	Total Estimated Cost	3.0% of payroll

Implementation Example #1

Eligibility Worker- G13	
Total County Service	5.3 years
Current Salary	\$39,434
Salary w/ COLA	39,946
Salary w/ COLA and longevity	40,346
Salary w/ COLA, longevity and classification date parity	41,382
Final Salary	41,382 (4.94%)

Implementation Example #2

Lieutenant- G18	
Total County Service	15.7 years
Current Salary	\$64,257
Salary w/ COLA	65,093
Salary w/ COLA and longevity	67,045
Salary w/ COLA, longevity and classification date parity	67,173
Final Salary	67,173 (4.54%)

Recap

- We recommend the adoption of the proposed pay scale and pay increases in an effort to alleviate compression resulting from time in grade and overall County service.
- Method
 - COLA 1.3%
 - Longevity 1-3%
 - Classification Date Parity 1/3 each year for 3 years