



## FY 2021 Recommended Budget Budget Question

**Board Question #: 30**

**BUDGET QUESTION:** What is the cost savings to remove the 1.8% COLA from the public safety compensation adjustment? Please provide the minimum and maximum raises that were received when the Board approved the adjustments by department with an explanation of those in Communications that received \$0 due to being at the top of their scale.

**RESPONDING DEPARTMENT/OFFICE:** Budget

**RESPONSE:** Of the \$8.0 million in the budget for the Public Safety compensation adjustments, approximately \$779,000 is for the 1.8% COLA.

Attached are four slides from the October 29, 2019 presentation to the Board regarding the Public Safety compensation plan showing the minimum and maximum raises by position.

Budget staff worked closely with F/R, the Sheriff's Office, HR, and Accounting/Payroll to implement the new salary scales adopted by the Board. However, we are unaware of the situation with Communications referenced in the question and are not able to find this situation in the figures we calculated. To avoid delaying the response to the other portions of this question, we will send an update to this response at a later date once we've had an opportunity to investigate the Communications portion of the question further.

Follow-up –

There were two Communications employees whose current salaries are higher than they would be with placement on the step-scale at one year/step for each year of County service and 50% credit for each year of service in another locality. Those employees' salaries were not decreased, but will be frozen until such time as their earned placement on the scale catches up to their salaries.

**ESTIMATE OF STAFF TIME SPENT ON RESPONSE:** 40 minutes

# Proposal Impact by FREM Position:

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Current Position & Proposed New Grade	Employee Count	Average Current Pay	Average Pay After PS Comp. Study	Range of Increase Per Employee	
				Minimum	Maximum
Recruit Firefighter (PS07)	25	\$41,929	\$47,912	\$5,703	\$12,703
Firefighter (PS07)	87	\$46,380	\$53,245	\$3,079	\$28,783
Firefighter Specialist (PS09)	1	\$50,233	\$57,807	\$7,574	\$7,574
Medic (PS07)	3	\$46,190	\$61,857	\$9,461	\$25,573
Firefighter/Medic (PS09)	47	\$52,577	\$62,261	\$5,386	\$18,579
Firefighter/Medic Master (PS09)	3	\$58,253	\$68,531	\$8,483	\$12,565
Master Firefighter (PS09)	1	\$61,785	\$72,895	\$11,110	\$11,110
Firefighter/Medic Specialist (PS09)	1	\$60,624	\$75,977	\$15,353	\$15,353

# Proposal Impact by FREM Position:

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Current Position & Proposed New Grade	Employee Count	Average Current Pay	Average Pay After PS Comp. Study	Range of Increase Per Employee	
				Minimum	Maximum
Lieutenant (PS14)	33	\$65,877	\$83,941	\$6,228	\$26,913
Captain (PS16)	14	\$73,484	\$96,014	\$17,860	\$26,633
Battalion Chief (PS18)	6	\$97,014	\$115,351	\$11,213	\$29,946
Division Chief (PS18)	4	\$101,705	\$118,741	\$10,781	\$27,352
Deputy Chief (PS22)	2	\$99,802	\$131,925	\$30,199	\$34,047

# Proposal Impact by Sheriff Position:

Current Position & Proposed New Grade	Employee Count	Average Current Pay	Average Pay After PS Comp. Study	Range of Increase Per Employee	
				Minimum	Maximum
Deputy Sheriff (PS06/PS07)	114	\$49,193	\$56,869	\$0	\$24,515
Deputy Sheriff SRO (PS07)	23	\$50,233	\$60,350	\$3,607	\$22,776
Detective (PS09)	19	\$57,057	\$69,582	\$7,100	\$16,002
Sergeant (PS12)	11	\$58,985	\$75,069	\$9,076	\$20,580
Sergeant SRO (PS12)	2	\$60,024	\$77,655	\$14,841	\$20,423
First Sergeant (PS14)	13	\$68,740	\$85,141	\$5,116	\$23,076
First Sergeant SRO (PS14)	1	\$73,979	\$82,038	\$8,059	\$8,059
Lieutenant (PS15)	5	\$74,712	\$93,208	\$16,033	\$22,476
Captain (PS20)	5	\$81,364	\$105,397	\$0	\$37,718
Major (PS22)	2	\$108,131	\$121,173	\$6,154	\$19,929

# Proposal Impact by E911 Position:

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Current Position & Proposed New Grade	Employee Count	Average Current Pay	Average Pay After PS Comp. Study	Range of Increase Per Employee	
				Minimum	Maximum
Communication Operator (PS01)	5	\$34,033	\$35,390	\$1,104	\$2,831
Communication Officer (PS03)	19	\$42,846	\$44,569	\$0	\$6,968
Communications Supervisor (PS11)	5	\$54,237	\$72,176	\$12,881	\$22,616
Operations Supervisor (PS13)	1	\$57,153	\$76,065	\$18,912	\$18,912
Emergency Communications Manager (PS19)	1	\$77,219	\$114,133	\$36,913	\$36,913