

## **Response to Questions on the FY 2007 Advertised Budget Plan**

**Request By:** Supervisor Gross

**Question:** What information is available about moving Animal Control Officers from the Public Safety pay scale (P-Scale), to the Uniformed Police Officers pay scale (O-Scale)?

**Response:**

The current request by Animal Control Officers to move from the Public Safety pay scale (P-Scale), to the Uniformed Police Officers pay scale (O-Scale) is based on the assertion that as a result of being on a different scale which is not adjusted in the same way, Animal Control salaries are falling behind the Police Officer classes. In addition, Animal Control Officers contend that they go through the same academy, are sworn officers and then can transfer to being Police Officers.

Both the P- and O- scales are grade and step scales which results in merit increments awarded when employees are eligible and both have the Market Rate Adjustment applied to employee salaries. Therefore the only difference in the scales over time is as a result of increases based on specific market review of the specific job classes.

As part of the annual survey of core job classes within the County, the Department of Human Resources surveyed other comparable jurisdictions. In addition Animal Control did their own market pay survey and generated similar results with both indicating that Animal Control Officers are paid competitively as compared to the market. For example, the Animal Control Officer I is one of the County's benchmark positions in the annual Core Market Pay Survey and this year's results indicate that the Animal Control Officer I pay range midpoint is 108 percent of average market pay.

It should be noted that while the Animal Control Officers have asserted that they are interested in moving to the O-scale, they do not want to move from the Uniformed Retirement System to the Police Retirement system along with sworn Police Officers to complete the alignment as Animal Control Officers prefer the retirement options available to them under the Uniformed system.