

Response to Questions on the FY 2017 Budget

Request By: Supervisor Gross

Question: Please provide additional information on what it would take to have everyone who is non-public safety, non-teacher on the same pay scale.

Response: Combining the General County pay scales with non-teacher pay scales would require a number of specific steps.

- Job classes on each pay scale would be studied in order to be appropriately aligned – comparing actual job responsibilities and duties, rather than just job class titles, between similar job classes at the County and Schools.
- When differences in pay grades between similar job classes were identified, additional research would be performed – such as examining market data of other jurisdictions – to determine the correct pay range for the particular job class.
- Once pay ranges (i.e. pay grades) were established for each job class, each employee's actual pay would be analyzed to determine if it was within the new job class pay range. Based on prior experiences, it is anticipated that no employee would lose pay as a result of combining the pay scales. As a result, it is anticipated that there may be significant costs as those below the new minimums would be increased but those above the new maximums would stay at their current pay levels.
- Once the pay scales were established, the County and Schools would need to determine how the pay scales would be increased to adjust for the market and how employees would move through the pay scales throughout their careers. The County recently completed an examination of its General County pay plan and developed a new plan based on years of service and an employee's position on the pay scale. The new plan went into effect in FY 2016. Looking into the possibilities of another new pay plan so quickly has the potential to create confusion and resentment by County employees. It is also worth noting that the Schools have currently engaged a consultant to look at their pay structures.

The County last examined the midpoint salaries of similar job classes between the County and Schools in November 2013. Although the differences between job classes varied (in some cases County midpoints were higher while in other cases Schools midpoints were higher), on average, County midpoints were 99.90% of the Schools midpoints.