

Response to Questions on the FY 2018 Budget

Request By: Supervisor Herrity

Question: Please provide a list of all county employees by job title (names are not necessary) whose total compensation exceeds \$100,000 per year and who received additional pay, stipends, or bonuses. Please note that total compensation includes regular salary, any bonuses, and any overtime pay. If possible, list each amount of compensation separately as opposed to aggregated.

Response: The attached spreadsheet provides total calendar year (CY) 2016 gross pay for the 1,718 non-department head employees who were paid at least \$100,000 during the year and who received additional pay, stipends, or bonuses. An additional 819 employees were paid \$100,000 or more during CY 2016 but are not shown in the attached spreadsheet because they did not have earnings in the noted categories or are department heads. It is recommended that the spreadsheet be viewed online due to its size. It should be noted that some employees hold multiple positions with the County, were hired during the year, terminated employment during the year, or changed positions during the year due to promotions, demotions, or transfers. The amounts shown in the spreadsheet, therefore, may represent partial-year pay, pay for the performance of more than one job, or pay at more than one pay grade. Pay is shown in the spreadsheet divided into the following categories. In addition, there are several stipends, such as stipends for crossing guards, state magistrates, and members of boards and commissions, that are not shown in the categories below as no employees who were paid more than \$100,000 received those stipends in CY 2016.

Scheduled Hours

Regular	Hours worked or leave taken as part of the employee's normal schedule.
Consecutive Shift Pay	Hours worked when an employee has completed a full shift lasting eight or more hours and is required to remain on duty to work a full second consecutive shift.
Shift Differential – Fire	Shift differential premium pay for Fire employees assigned to the designated shift.
Shift Differential – Sheriff	Shift differential premium pay for Sheriff employees assigned to the designated shift.
Shift Differential – Evening	Shift differential premium pay for employees assigned to the designated evening shift.
Shift Differential – Night	Shift differential premium pay for employees assigned to the designated night shift.

Additional Pay

Overtime Pay	Hours worked over the defined work period.
--------------	--

Callback Pay	Hours worked when the employee is off duty and is called to return to work after departing from the workplace.
Court Time	Pay for hours worked over the defined work period for public safety employees to appear in court.
Emergency Worked	Pay granted for working during a designated emergency.
FLSA Settlement	Payments made as a result of a Fourth Circuit Court of Appeals ruling which stated that Fire uniformed employees at the rank of Captain I and Captain II do not fall within the executive or administrative exemptions for the FLSA overtime requirement because management is not their primary duty.
Holiday Worked	Pay granted for working on a County holiday.
On Call Pay	Pay granted when an employee is required to remain available outside of the employee's scheduled work hours to report to work within a reasonable time if called upon to do so.
Roll Call	Paid work time for attending roll call.

Stipends

Advanced Life Support (ALS)	A stipend available to Fire employees who are certified as Advanced Life Support (ALS) providers. The incentive pay is equivalent to 10 percent of the pay of step 1 of the Firefighter (F-18) position.
Correctional Health Nurse	A stipend of \$120 per pay period (or \$60 per pay period for part-time employees) provided to Correctional Health Nurses.
Election Worker	A stipend available to employees who staff an election. The amount varies depending on the guidelines established by the Office of Elections.
Emergency Services/Mobile Crisis Unit	A stipend granted to employees working in Emergency Services/Mobile Crisis Unit.
Environmental Incentive Pay	A stipend available to sworn uniformed employees assigned to the Adult Detention Center.
Fire Additional Pay - \$2	An additional incentive granted to Fire personnel who are ALS certified and serve as medic on Engine.
Fire Additional Pay - \$3	An additional incentive granted to Fire personnel who are ALS certified and serve as medic on Medic unit.

Flight Medic Pay	A stipend available to Flight Medics, Senior Medics, and Chief Medics. Employees receive a set hazard incentive pay amount equal to \$2,000 for Flight Medics, \$3,500 for Senior Medics, and \$4,500 for Chief Medics. In addition, they receive an amount of pay equivalent to 10 percent of step 2 of the Police Officer I (O-17) position for all levels.
Language Stipend	A stipend of \$1,300 per year (or \$650 for employees scheduled to work 20 hours or less per week) provided to employees who demonstrate proficiency in a foreign language and must use that second language as part of their job.
Maintenance Flight Officer Pay	A \$1,200 annual stipend available to employees who are required to repair and maintain aircraft assigned to the Helicopter Division of the Police Department.
Tool Allowance	An allowance granted to vehicle mechanics required to use their personal tools in job performance. The amount granted varies to reimburse the cost to obtain and maintain personal tools in accordance with the list of required tools.
Trainer Incentive Pay	Additional pay (\$3 per hour) received by public safety field training instructors.
Uniform Allowance	An annual allowance for the purchase and maintenance of clothing that is required in job performance.

Bonuses

Bonus Pay	Bonus pay awarded.
-----------	--------------------

Other

Adjustments	Miscellaneous pay adjustments, including items such as pay corrections and recovery of overpayments.
Awards	Cash payments associated with countywide awards, such as Outstanding Performance Awards and the A. Heath Onthank Award, and departmental awards.
Leave Payoff	Payoff of leave balances upon separation from the County.

