

PAY ADJUSTMENT CONSIDERATIONS CORRECTIONS

FACTS:

Correctional Officer pay:

2020: \$21.432 - \$30.113

2021: \$27.000 - \$32.260 (new pay plan)

Corrections - Sergeant pay:

2020: \$30.727 - \$39.360

2021: \$31.572 - \$40.442

The percent and dollar amount between Officer maximum and Sergeant maximum:

2020: 30.71% (\$9.247)

2021: 25.36% (\$8.182)

There are three classifications to consider adjusting pay grades:

Corrections – Sergeant (C18 \$31.572 - \$40.442) 27 employees

Corrections – Lieutenant (C21 \$35.108 - \$44.972) 7 employees

Jail Administrator (C26 \$41.898 - \$53.669) 2 employees

OPTIONS:

OPTION 1: Do nothing.

Percent and dollar amount between Officer maximum and Sergeant maximum would remain at 25.36% (\$8.182).

OPTION 2: Increase each classification by one pay grade.

One year cost: \$105,298

Cost broken down by classification:

Sergeants (C19): \$74,823.80

Lieutenants (C22): \$23,116.10

Jail Administrators (C27): \$7,358.31

Percent and dollar amount between Officer maximum and Sergeant maximum: 29.88% (\$9.638)

OPTION 3: Increase each classification by two pay grades.

One year cost: \$105,298

Year two cost: approximately \$105,000 as each employee will receive a step increase

Sergeants (C20)

Lieutenants (C23)

Jail Administrators (C28)

Percent and dollar amount between Officer and Sergeant maximum: 34.55% (\$11.146)