

REVISED
ITEM

FORSYTH COUNTY

BOARD OF COMMISSIONERS

MEETING DATE: March 27, 2017 AGENDA ITEM NUMBER: 8

SUBJECT:
RESOLUTION APPROVING THE AMENDED COMPENSATION PLAN FOR THE FORSYTH
COUNTY SHERIFF'S OFFICE
(HUMAN RESOURCES DEPARTMENT)

COUNTY MANAGER'S RECOMMENDATION OR COMMENTS: Recommend Approval

SUMMARY OF INFORMATION:

See attached.

ATTACHMENTS: YES NO

SIGNATURE: *J. Audrey Cobble, Jr.* DATE: March 22, 2017
COUNTY MANAGER

**RESOLUTION APPROVING THE AMENDED COMPENSATION PLAN
FOR THE FORSYTH COUNTY SHERIFF'S OFFICE
(HUMAN RESOURCES DEPARTMENT)**

WHEREAS, N.C.G.S. 153A-92 provides that the county manager is responsible for preparing pay plans for submission to the board of commissioners and for administering the pay plan in accordance with general policies and directives adopted by the board; and the board of county commissioners is responsible for approving the schedule of pay and other compensation of all county officers and employees; and

WHEREAS, Section 16-38 of the Forsyth County Code provides that the County Manager shall recommend amendments to the County pay plan to the Board of County Commissioners for consideration based on his findings relating to the level of salaries and wages, which changes can be approved by Resolution or through the annual budget process; and

WHEREAS, based on research conducted and information secured by the County Manager and the Human Resources Director concerning the general level of salaries and wages paid to comparable employees in the area, the Human Resources Director and County Manager have determined that the Winston-Salem Police Department is the closest compensation competitor to the Forsyth County Sheriff's Office, and recommend market increases to the position classifications within the Sheriff's Office consistent with the current salaries and wages of the Winston-Salem Police Department as indicated on the attached Amended Compensation Plan;

NOW, THEREFORE, BE IT RESOLVED that the Forsyth County Board of Commissioners hereby acknowledges that the Winston-Salem Police Department is the closest competitor to the Forsyth County Sheriff's Office relating to compensation.

BE IT FURTHER RESOLVED that the Forsyth County Board of Commissioners hereby approves the recommended Amended Compensation Plan for the Forsyth County Sheriff's Office, with 25% implementation (including shift differential in the calculation), which is incorporated herein by reference.

BE IT FURTHER RESOLVED that following the implementation of this Amended Compensation Plan, the Forsyth County Sheriff's Office will engage the services of a consultant to conduct a follow-up employee survey in January 2018 to evaluate the impact of this amended plan on employee satisfaction to be presented to the Forsyth County Board of Commissioners during its 2018 Winter Work Session.

Adopted this the 27th day of March 2017.

**RESOLUTION APPROVING THE AMENDED COMPENSATION PLAN
FOR THE FORSYTH COUNTY SHERIFF'S OFFICE
(HUMAN RESOURCES DEPARTMENT)**

WHEREAS, N.C.G.S. 153A-92 provides that the county manager is responsible for preparing pay plans for submission to the board of commissioners and for administering the pay plan in accordance with general policies and directives adopted by the board; and the board of county commissioners is responsible for approving the schedule of pay and other compensation of all county officers and employees; and

WHEREAS, Section 16-38 of the Forsyth County Code provides that the County Manager shall recommend amendments to the County pay plan to the Board of County Commissioners for consideration based on his findings relating to the level of salaries and wages, which changes can be approved by Resolution or through the annual budget process; and

WHEREAS, based on research conducted and information secured by the County Manager and the Human Resources Director concerning the general level of salaries and wages paid to comparable employees in the area, the Human Resources Director and County Manager have determined that the Winston-Salem Police Department is the closest compensation competitor to the Forsyth County Sheriff's Office, and recommend market increases to the position classifications within the Sheriff's Office consistent with the current salaries and wages of the Winston-Salem Police Department as indicated on the attached Amended Compensation Plan;

NOW, THEREFORE, BE IT RESOLVED that the Forsyth County Board of Commissioners hereby acknowledges that the Winston-Salem Police Department is the closest competitor to the Forsyth County Sheriff's Office relating to compensation.

BE IT FURTHER RESOLVED that the Forsyth County Board of Commissioners hereby approves the recommended Amended Compensation Plan for the Forsyth County Sheriff's Office, with 50% implementation methodology, which is incorporated herein by reference.

BE IT FURTHER RESOLVED that following the implementation of this Amended Compensation Plan, the Forsyth County Sheriff's Office will engage the services of a consultant to conduct a follow-up employee survey in January 2018 to evaluate the impact of this amended plan on employee satisfaction to be presented to the Forsyth County Board of Commissioners during its 2018 Winter Work Session.

Adopted this the 27th day of March 2017.

**FORSYTH COUNTY SHERIFF'S OFFICE
RECOMMENDED MARKET CHANGES**

Current Classification	Class Code	Department	Current Minimum	Current Market	Proposed Minimum	Proposed Market
Detention Officer I	369	Sheriff	\$32,485.60	\$40,607.00	\$35,161.10	\$43,956.90
Deputy Sheriff I	355	Sheriff	\$34,814.40	\$43,518.00	\$36,244.00	\$45,305.00
Detention Officer II	062	Sheriff	\$34,814.40	\$43,518.00	\$37,658.40	\$47,073.00
Deputy Sheriff II	060	Sheriff	\$37,588.00	\$46,985.00	\$39,780.00	\$49,725.00
Detention Officer III	063	Sheriff	\$37,588.00	\$46,985.00	\$40,222.00	\$50,277.50
Sheriff's Investigator	752	Sheriff	\$38,339.76	\$47,924.70	\$40,730.30	\$50,918.40
Deputy Sheriff III	061	Sheriff	\$39,358.40	\$49,198.00	\$42,078.40	\$52,598.00
Sr. Sheriff's Investigator	755	Sheriff	\$40,145.57	\$50,181.96	\$43,095.00	\$53,879.80
Detention Corporal	367	Sheriff	\$40,426.80	\$50,533.50	\$43,139.20	\$53,924.00
Corporal	269	Sheriff	\$41,800.00	\$52,250.00	\$45,017.70	\$56,266.60
Detention Sergeant	330	Sheriff	\$46,955.20	\$58,694.00	\$50,852.10	\$63,559.60
Sergeant	780	Sheriff	\$54,459.20	\$68,074.00	\$56,686.50	\$70,852.60
Detention Lieutenant	364	Sheriff	\$51,722.40	\$64,653.00	\$57,194.80	\$71,493.50
Lieutenant	568	Sheriff	\$59,596.80	\$74,496.00	\$62,918.70	\$78,653.90
Detention Captain	356	Sheriff	\$56,742.40	\$70,928.00	\$63,232.00	\$79,040.00
Captain	188	Sheriff	\$65,788.00	\$82,235.00	\$68,494.40	\$85,612.80
Detention Center Administrator	370	Sheriff	\$73,578.40	\$91,973.00	\$79,539.20	\$99,424.00
Major	611	Sheriff	\$73,578.40	\$91,973.00	\$79,539.20	\$99,424.00
Chief Deputy Sheriff	889	Sheriff	\$80,764.00	\$100,955.00	\$84,281.60	\$105,352.00