

Issue Analysis Form



Date: 08/13/2019
Item: Pay Compression Adjustments for ECC Officers
Lead Department(s): Police Department (ECC), Finance
Contact Person(s): Keith Early; Betsy Drewry

Description and Current Status

On July 23, 2019 the Board of Supervisors received information related to pay compression that currently impacts 88 county employees. Additionally, the Chief of Police and Deputy County Administrator for Finance communicated that 7 Communication Officers (CO) are currently impacted by pay compression. 9 of 10 filled CO positions are at the same salary and have 0 to 6 years of Prince George County experience. This has resulted largely because Communication Officers received an increase of 2 Pay Grades for FY2020.

If pay is adjusted for the seven impacted Communication Officers effective August 1, 2019, the cost, including benefit is \$17,618. Funding exists within the current FY2020 ECC budget to address compression and no additional appropriation is required.

The Board asked that this matter be brought to them at their next business meeting for consideration and possible approval.

Staff is requesting the board to authorize:

- Increases in pay for seven (7) Communication Officers to place them on the pay range in accordance with completed Prince George County experience using the Phase II methodology

A draft resolution for board consideration is included in the board packet.

Government Path

| | | |
|--|---|--|
| Does this require IDA action? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does this require BZA action? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does This require Planning Commission Action? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| Does this require Board of Supervisors action? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| Does this require a public hearing? | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| If so, before what date? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Fiscal Impact Statement

Sufficient funding exists within the FY2020 ECC budget to address Communication Officer pay compression without an additional appropriation of funds.

County Impact

Making requested pay adjustments will assist with retention of Communication Officers and improve Center morale.

Notes

Board of Supervisors
County of Prince George, Virginia

Resolution

At a regular meeting of the Board of Supervisors of the County of Prince George held in the Boardroom, Third Floor, County Administration Building, 6602 Courts Drive, Prince George, Virginia this 13th day of August, 2019:

| | |
|------------------------------------|--------------|
| <u>Present:</u> | <u>Vote:</u> |
| Donald R. Hunter, Chairman | |
| Floyd M. Brown, Jr., Vice-Chairman | |
| Alan R. Carmichael, Jr. | |
| Marlene J. Waymack | |
| T. J. Webb | |

A-7

On motion of _____, seconded by _____, which carried unanimously, the following Resolution was adopted:

RESOLUTION; FY2019-2020 INCREASES IN PAY FOR COMMUNICATION OFFICERS TO ADDRESS PAY COMPRESSION

WHEREAS, On July 23, 2019 the Board received information communicating that seven (7) Communication Officers are currently impacted by pay compression; and

WHEREAS, Sufficient funding exists within the adopted FY2020 Emergency Communication Center budget, due to anticipated partial year staffing vacancies, to provide a pay increase effective August 1, 2019 without an additional appropriation of funds; and

WHEREAS, Staff is requesting authorization of a pay increase in keeping with Phase II methodology for seven (7) Communication Officers effective August 1, 2019.

NOW, THEREFORE, BE IT RESOLVED That the Board of the Supervisors of the County of Prince George this 13th day of August, 2019, hereby authorizes a pay increase to address compression using Phase II methodology for seven (7) Communication Officers effective August 1, 2019.

A Copy Teste:

Percy C. Ashcraft
County Administrator

Requests from Police Chief Pay Compression – ECC

- o Chief Early would like to address pay compression for Communications Officers this year if possible
- o 7 Communications Officers are impacted by compression
- o 9 of the 10 filled CO positions were at the same salary on 7/1/2019 (\$39,082 - minimum of new pay range)
- o Years of PG experience range from 0 to 6 years [trainees at same salary as a CO with 6 years experience]



Pay Compression – Requests from Police Chief

- o Cost to address now is \$19,220 (\$17,618 if increases made effective 8/1/2019)
- o Will assist with retention and improved morale
- o Due to partial year staffing vacancies, there will be sufficient funding in the ECC FY2020 budget to address pay compression now
- o Board feedback / direction requested

