



2021 Compensation Structure Options **Elected Officials and Key Classifications**

Continued from September 15, 2021

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Kenneth L. Hermon, Jr., SPHR, SCP-IPMAHR
Chief HR Officer

Stacey Jones, SPHR
Deputy Chief HR Officer

Compensation Project Phase I

Recapping How We Got Here

- ✓ Established HR Guiding Principles
- ✓ Conducted market study
- ✓ Explored alternatives to waterfall
- ✓ Presented market based recommendations

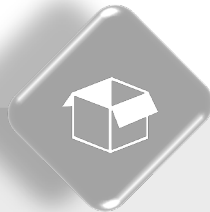
HR Guiding Principles



Relied on
data
collected



Apply
Basic HR
principles



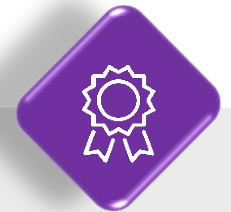
Ensure
Parity



Respect a
time tested
hierarchy



Maintain
Compliance



Establish
the County
as
employer
of choice

These principles are typically not readily found in compensation structures that involve elected officials

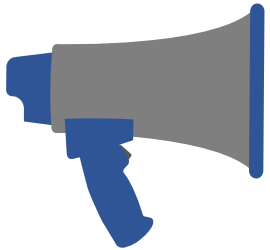
What We Heard from Your Feedback



Keep all prosecutors and the Public Defender together



Utilize the Solicitor's recommendation based on municipalities served



Utilize salary market data of comparators



Move away from the current waterfall

Elected Officials Compensation Models

1

Option 1

- One shared salary range based on market data
- Liked positions are grouped
- Percentile hierarchical structure
- Commonly establish comp model
- Estimated annual cost increase

\$2,259,624

-OR-

2

Option 2

- Model based on Solicitor's approach
- Top market salary + \$3K per municipality
- Not typically utilized as a compensation model
- Estimated annual cost increase

\$4,407,463



Option 1

- One shared salary range based on market data
- Liked positions are grouped
- Percentile hierarchical structure
- Commonly establish compensation model
- Estimated annual cost increase

\$2,259,624

Complications

- Solicitor would make more than State Court Judges
- Salary model disrupts typical judicial salary hierarchy
- Requires legislation for Superior Court Judges and DA*

Elected/Appoint Officials		
90 th	\$200,902	Superior Court Judges*, DA*, Public Defender, Solicitor
85 th	\$197,439	
80 th	\$193,975	State Court Judges, Probate Judge, Chief Magistrate
75 th	\$190,511	
70 th	\$187,047	
65 th	\$183,583	Sheriff, Clerk, Tax Commissioner
60 th	\$180,120	
55 th	\$176,656	
50 th	\$173,192	Appointed - Marshal, Magistrates Judges, Juvenile Court Judges
45 th	\$169,728	
40 th	\$166,264	
35 th	\$162,801	Associated Judges
30 th	\$159,337	

Commissioners		
90 th	\$77,396	Commissioner, Chair
85 th	\$76,062	
80 th	\$74,727	Commissioner
75 th	\$73,393	



2

Option 2

- Model based on Solicitor’s approach
- Top market salary + \$3K per municipality (\$45,000)
- Not typically utilized as a compensation model
- Estimated annual cost increase

\$4,407,463

Complications

- Doubles the cost
- Salary model disrupts typical judicial salary hierarchy
- Requires legislation for DA and Superior Court Judges *

Position	Top salary + \$3k per municipality	Increase
Sheriff	Base Pay - \$ 208,231 Total Comp - \$ 253,231	\$93K
Marshal	Base Pay - \$131,103 Total Comp - \$176,103	\$47K
District Attorney*	Base pay - \$ 177,973 – (State) Total Comp – \$ 222,973	\$44K
Solicitor	Base pay - \$ 209,000 Total Comp – \$ 254,000	\$93K
Public Defender	Base pay - \$107,000 - (State) Total Supplement - \$145,000	\$45K
Chief Magistrate Judges	Base - \$186,268 Total Comp - \$231,268	\$92K
Superior Court Judges*	Base - \$193,501 – (State) Total Comp - \$238,501	\$60K
State Court Judges	Base - \$169,611 – (State) Total Comp - \$214,611	\$44K
Probate Court Judge	Base - \$193,400 Total Comp - \$238,400	\$72K
Tax Commissioner	Base – \$196,100 Total Comp - \$241,100	\$66K
Clerk	Base \$169,913 Total Comp - \$ 214,913	\$52K
Juvenile Court Judges	Base - \$149,275 Total Comp - \$194,275	\$31K
Associate Judges (JC) & Magistrates (FT)	Base - \$145,168 Total Comp - \$190,168	\$62K
Commission Chairperson	Base - \$75,466 Total Comp - \$120,460	\$67K
County Commissioners	Base - \$ 72,360 Total Comp - \$117,360	\$69K

Key Classifications



- Key to County operations
- Challenging from a recruitment and retention perspective



- 76 classification titles
- Covers job families ranging from department heads, professional, technical and skilled trades

Key Classifications Compensation



Philosophy

Method

- top 3 salary range midpoints
- minimum and maximum was set at 20% above and 20% below

Placement

- 75th Percentile for department heads and deputy department heads
- 50th Percentile for managers, supervisors, technical professionals
- 25th Percentile for all others

-AND-



Implementation

- 2 year phased approach
- Need to absorb compensation increases into budget

Key Classification Est. Cost

\$5.2MM

Entire County

\$10MM - \$20MM

Questions?