



Guilford County Sheriff's Office

OFFICE of SHERIFF BJ BARNES

RANK STRUCTURE & PAY GRADE REVISION PROPOSAL

2/23/17

Current Rank Structure/Pay Grades

Rank	Pay Grade	Min Salary	Max Salary
DS/DSO	48	\$35,661	\$60,623
CPL	51	\$41,282	\$70,179
MCpl	54	\$47,789	\$81,241
SGT	57	\$55,322	\$94,047
LT	58	\$58,088	\$98,749
1st LT	59	\$60,992	\$103,686
CPT	61	\$67,244	\$114,314
MAJ	63	\$74,136	\$126,031
COL	65	\$81,735	\$138,950

Current Issues

- ▣ Recruitment
 - Advancement
 - Competition with other agencies and the private sector
- ▣ Retention
 - 62 vacancies in detention
 - Experienced officers leaving agency
- ▣ Pay Equity
 - Not in a lead market position (i.e. 2002 – 2008)
 - Compression issues within pay grades
- ▣ Mobility within the department
 - Corporal positions

Recommendations

- ▣ Career Ladder
 - Establish career path for non supervisory ranks
 - Eliminate the rank of Corporal
 - Sworn Lieutenants moved to rank of 1st Lieutenant
- ▣ Adjust Pay Grades
 - Salaries adjusted to be more competitive with surrounding agencies
- ▣ Compression adjustments within pay grades
 - Based on percentage of starting salary for every year in grade

Career Ladder Proposal

Rank	Recommendations
DS/DSO I	Entry level position
DS/DSO II	Two years as DS/DSO I (One year w/prior experience); Satisfactory Evaluation; Not under discipline
DS/DSO III	Eight years as DS/DSO II; Satisfactory Evaluation; Not under discipline; Achieve Advanced Law Enforcement or Detention Officer Certificate
MCpl	Selected from eligible DS/DSO II and DS/DSO III by the appropriate Division Commander
SGT	Eligible DS/DSO II, DS/DSO III and MCpl's may test; Must pass promotional process
2 nd LT (DSO)	Shift Lieutenant; Eligible sergeants may test; Must pass promotional process
1 st LT	Admin Lieutenant; Sheriff may appoint from eligible Second Lieutenants or All eligible sergeants may test; Must pass promotional process
CPT	Appointed by the Sheriff from eligible Second and First Lieutenants
MAJ	Appointed by the Sheriff
COL	Appointed by the Sheriff

Note: DSO/DS I to DSO/DS II, officer will receive a 2.5% increase; all other positions within the career ladder will be moved to the minimum pay grade for the position or receive a 5% increase, whichever is greater

Annual Salary Conversion Costs Estimate

(calculated 1/19/17)

Rank	Pay Grade	Min Salary	Salary Increase Annual Costs	Number of Employees Affected
DS/DSO I	48	\$35,661	\$0	0
DS/DSO II	49	\$37,444	\$31,013	59
DS/DSO III	51	\$41,282	\$491	2
MCpl	55	\$50,178	\$18,937	21
SGT	58	\$58,088	\$20,402	26
2 nd LT (DSO)	60	\$64,042	\$8,287	3
1 st LT	61	\$67,244	\$13,061	4
CPT	64	\$77,843	\$0	0
MAJ	66	\$85,822	\$0	0
COL	68	\$94,619	\$0	0
Total Initial Annual Salary Conversion Costs			\$92,192	

Additional Considerations

- ▣ Any salary increase also affects payments into FICA, Retirement, 401(k), and Workman's Compensation
- ▣ There are 8 full pay periods remaining in FY17
- ▣ The total estimated conversion cost (including salary and benefits) for remainder of budget year – **\$40,405**

Questions?