

Tompkins County Compensation Analysis Road Patrol/Deputy Sheriffs Group

MARCH 13, 2023



BURKE GROUP

Overview

- Background and Objectives
- Common Compensation Objectives
- Survey Sources and Assumptions
- Market Analysis
- Appendix
 - Local Town Data

Background and Objectives

Tompkins County has requested a compensation study of Road Patrol/Deputy Sheriffs positions (approximately 10).

The objectives of the analysis are as follows:

- Conduct an analysis of salaries, including external salary surveys for all positions using multiple market points and compile and analyze data to determine if and how salary scales should be adjusted to maintain market competitiveness.
- Meet with Human Resources Department staff, the County Administrator and the Legislature and/or its appropriate sub-committees as needed and requested throughout the process.

Common Compensation Objectives

External Competitiveness

- To align internal salaries with the competitive marketplace
- Define competitive pay for jobs of comparable value or grade

Internal Equity

- To understand the relative value of jobs to one another
- Ensure consistency in application

The hierarchy of jobs in the organization relative to:

- Responsibilities
- Skills required
- Impact of position
- Reporting relationship

A basis for communicating with employees that has:

- An equitable and market driven compensation system
- A process for salary increases and promotions, managed on a fair and consistent basis

Survey Sources, Peer Group & Assumptions

Survey Sources	Peer Group	Assumptions
<ul style="list-style-type: none">▪ New York State Association of Counties (NYSAC)▪ Economic Research Institute (ERI) - Salary Assessor▪ Greater Rochester Chamber of Commerce - Wage & Salary Surveys▪ New York State DOL▪ U.S. Bureau of Labor Statistics	<p>Cayuga County City of Ithaca Saratoga County Seneca County</p>	<ul style="list-style-type: none">▪ County Government▪ 2023 Budget - \$210.7M▪ Geographical Area<ul style="list-style-type: none">- New York State – Finger Lakes Region- Ithaca NY - Metropolitan Area

Tompkins County

Deputy Sheriff Base Wage Schedule

Tompkins Position	2022 Hire Rate	2022 Work Rate	2023 Hire Rate	2023 Work Rate
Deputy Sheriff Trainee	\$31.15	\$34.14	\$32.09	\$35.17
Deputy Sheriff	\$34.55	\$37.54	\$35.59	\$38.67
Deputy Sheriff Criminal Investigator	\$41.40	\$44.98	\$42.54	\$46.22
Deputy Sheriff Juvenile Investigator	\$41.40	\$44.98	\$42.54	\$46.22
Deputy Sheriff Sergeant	\$41.40	\$44.98	\$42.54	\$46.22
Deputy Sheriff Senior Criminal Investigator	\$45.54	\$49.48	\$46.79	\$50.84
Deputy Sheriff Lieutenant	\$45.54	\$49.48	\$46.79	\$50.84

40 Hour Rates

Tompkins County

Market Analysis

Tompkins Position	Hire Rate	Work Rate	Peer / Market Position	Peer Average Starting Rate	Market Average Rate	TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Step I
Deputy Sheriff Trainee	\$31.15	\$34.14	NA	NA	NA	NA	NA
Deputy Sheriff	\$34.55	\$37.54	Deputy Sheriff	\$27.90	NA	123.8%	134.6%
Deputy Sheriff Criminal Investigator	\$41.40	\$44.98	Investigator	\$31.60	NA	131.0%	142.3%
Deputy Sheriff Juvenile Investigator	\$41.40	\$44.98	Investigator	\$31.60	NA	131.0%	142.3%
Deputy Sheriff Sergeant	\$41.40	\$44.98	Sergeant	\$31.93	NA	129.7%	140.9%
Deputy Sheriff Senior Criminal Investigator	\$45.54	\$49.48	NA	NA	NA	NA	NA
Deputy Sheriff Lieutenant	\$45.54	\$49.48	Lieutenant	\$34.44	NA	132.2%	143.7%
						129.5%	140.8%

Tompkins County

Administrative/Clerical Base Wage Schedule

Tompkins Position	2022 Hire Rate	2022 Work Rate	2023 Hire Rate	2023 Work Rate
Keyboard Specialist	\$19.48	\$21.16	\$20.07	\$21.80
Sheriff's Clerk	\$24.00	\$26.70	\$24.72	\$27.50
Secretary	\$24.00	\$26.70	\$24.72	\$27.50
Civil Account Permit Clerk	\$24.00	\$26.70	\$24.72	\$27.50
Sr. Civil Account Permit Clerk	\$27.22	\$29.92	\$28.04	\$30.82

40 Hour Rates

Tompkins County

Market Analysis

Tompkins Position	Hire Rate	Work Rate	Peer / Market Position	Peer Average Starting Rate	Market Average Rate	TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
Keyboard Specialist	\$19.48	\$21.16	Account Clerk Typist/Keyboard Spe	NA	\$22.39	NA	NA	87.0%	94.5%
Sheriff's Clerk	\$24.00	\$26.70	NA	NA	NA	NA	NA	NA	NA
Secretary	\$24.00	\$26.70	Secretary/Department Secretary	NA	\$27.08	NA	NA	88.6%	98.6%
Civil Account Permit Clerk	\$24.00	\$26.70	Senior Account/Accounting Clk	NA	\$24.30	NA	NA	98.8%	109.9%
Sr. Civil Account Permit Clerk	\$27.22	\$29.92	Supv/Senior Account/Accounting	NA	\$28.47	NA	NA	95.6%	105.1%
						NA	NA	92.5%	102.0%