

Tompkins County Compensation Analysis Corrections Group

APRIL 10, 2023



BURKE GROUP

Overview

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Background and Objectives

Tompkins County has requested a compensation study of Corrections positions (approximately 4).

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

Corrections – 2017 Salary Schedule – 40 Hour Week

CORRECTION OFFICER

Job Grade 34-406, Labor Grade D

Step	At Least	But Less Than	Hrly Rate	BiWeekly	Annual (2080 hrs)
PT	Part Time Officer		18.23	1,458.40	37,918.40
1	0 yr	1 yr	19.85	1,588.00	41,288.00
2	1 yr	2 yrs	21.43	1,714.40	44,574.40
3	2 yrs	3 yrs	22.50	1,800.00	46,800.00
4	3 yrs	4 yrs	23.59	1,887.20	49,067.20
5	4 yrs	5 yrs	24.93	1,994.40	51,854.40
6	5 yrs	8 yrs	25.39	2,031.23	52,812.00
7	8 yrs	10 yrs	25.88	2,070.45	53,831.60
8	10 yrs	15 yrs	26.10	2,088.05	54,289.20
9	15 yrs	20 yrs	26.35	2,108.06	54,809.60
10	20 yrs +		26.46	2,116.86	55,038.40

CORRECTIONS SERGEANT

Job Grade 36-411, Labor Grade F

Step		Hrly Rate	BiWeekly	Annual (2080 hrs)
1	Hire Rate	27.82	2,226	57,866
2'	Work Rate	30.00	2,400	62,400

* After 1 yr in title of Corrections Sergeant move from Hire to Work Rate

Note: A new hire salary of \$24.93 has been implemented for the Corrections Officer position. All other titles paid at 2017 rate.

Tompkins County

Corrections – 2017 Salary Schedule – 40 Hour Week

HEAD COOK, JAIL

Job Grade 32-421, Labor Grade B

Step	At Least	But Less Than	Hrly Rate	BiWeekly	Annual (2080 hrs)
1	0 yr	1 yr	17.36	1,388.80	36,108.80
2	1 yr	2 yrs	18.97	1,517.60	39,457.60
3	2 yrs	3 yrs	20.57	1,645.60	42,785.60
4	3 yrs	4 yrs	21.66	1,732.80	45,052.80
5	4 yrs	5 yrs	22.72	1,817.60	47,257.60
6	5 yrs	8 yrs	24.02	1,921.60	49,961.60
7	8 yrs	10 yrs	24.33	1,946.40	50,606.40
8	10 yrs	15 yrs	24.56	1,964.80	51,084.80
9	15 yrs	20 yrs	24.88	1,990.40	51,750.40
10	20 yrs +		25.01	2,000.80	52,020.80

COOK, JAIL

Job Grade 31-403, Labor Grade A

Step		Hrly Rate	BiWeekly	Annual (2080 hrs)
1	Hire Rate	19.20	1,536.00	39,936.00
2	Work Rate	21.11	1,688.80	43,908.80

Tompkins County

Market Analysis

Tompkins Position	TC Labor Grade	Hire Rate	Work Rate (after 1 Year)
Correction Officer	D	\$24.93	NA
Corrections Sergeant	F	\$27.82	\$30.00
Head Cook, Jail	B	\$17.36	NA
Cook, Jail	A	\$19.20	\$21.11
		\$18.28	\$21.11

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Correction Officer	\$23.25	NA
Corrections Sergeant	\$28.49	NA
Cook - Senior	NA	\$19.17
Cook - Jail/Corrections	\$19.34	\$18.38
	\$19.34	

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
107.2%	NA	NA	NA
97.6%	105.3%	NA	NA
NA	NA	90.6%	NA
99.3%	109.2%	104.5%	114.9%
99.3%	109.2%	97.5%	114.9%

Market Analysis - Summary

Corrections Group

Labor Grade	Hire Rate	Work Rate (after 1 Year)	Peer Average Starting Rate by Grade	Market Average Rate by Grade	TC Hire Rate to Peer Average Starting Rate by Grade	TC Work Rate to Peer Average Starting Rate by Grade	TC Hire Rate to Market Average Rate by Grade	TC Work Rate to Market Average Rate by Grade
F	\$27.82	\$30.00	\$23.74	NA	97.6%	NA	NA	NA
D	\$24.93	NA	\$26.77	NA	97.6%	105.3%	NA	NA
B	\$17.36	NA	NA	\$19.17	NA	NA	90.6%	NA
A	\$19.20	\$21.11	\$20.46	\$18.38	99.3%	109.2%	104.5%	114.9%

Note: Averages taken from previous page