SALARY SCALE -------->>>>>>>

Scenario 1:

Raise grades to new current market average

Increase current ees' actual pay by 3% (per policy)

Scenario 1

	Mid of Avg	Benefits	robation 2% in	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr
Dispatcher III (new grade 17) new	$56,586	$62,512	$1,132	$870	$121,100	5	$605,499	
911 Comm Center Director (new grade 26) vacant	$17,462	$7,042	$349		$24,853	1	$24,853	
Dispatcher III (new grade 17) current vacancies	$3,087	$1,245	$62		$4,394	3	$13,181	
Current ees to new grade minimum	$921	$266			$1,187	1	$1,187	
Current ees reclassification 3%	$23,284	$6,734			$30,018	1	$30,018	
Convert Dispatcher to Lead Dispatcher (gr 16 to 19)	$9,922	$2,869			$12,791	2	$25,582	
Total							**$700,320**	**$525,240**

PROs	CONs
Aligned with current market	Further in-grade compression
Higher earning potential	Not much difference for recruitment
Actual pay increase by 3% (per policy)	

Scenario 2

Raise grades to new current market average + 10%

Increase current ees' actual pay by 3% (per policy)

Scenario 2

	Mid of Avg + 10%	Benefits	robation 2% in	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr
Dispatcher III (new grade 18) new	$59,917	$63,856	$1,198	$870	$125,842	5	$629,208	
911 Comm Center Director (new grade 28)	$28,911	$11,660	$578		$41,149	1	$41,149	
Dispatcher III (new grade 18) current vacancies	$6,418	$2,588	$128		$9,134	3	$27,403	
Lead Dispatcher (new grade 20) current vacancy	$3,716	$1,499	$74		$5,289	1	$5,289	
Current positions to new grade minimum	$8,554	$2,474			$11,028	1	$11,028	
Current ees reclassification 3%	$27,043	$7,821			$34,864	1	$34,864	
Convert Dispatcher to Lead Dispatcher (gr 16 to 20)	$13,624	$3,940			$17,564	2	$35,128	
Total							**$784,071**	**$588,053**

PROs	CONs
Hire min up - helps recruitment	Artificial grade inflation
Higher earning potential	Unsupported by current market
Actual pay increase by 3% (per policy)	Even further in-grade compression
	Stress to DCSO grade structure (COI, DSI)

Scenario 3

Raise by 2 grades Dispatchers only as one of the hardest to recruite jobs

Increase current ees' actual pay by about $2.00 (11.5%) to eliminate compression

Scenario 3

	Mid of Avg	Benefits	Probation 2% i	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr
Dispatcher III (new grade 18) new	$59,917	$63,856	$1,198	$870	$125,842	5	$629,208	
Convert Dispatcher to Lead Dispatcher (gr 16 to 19)	$9,922	$2,869	$1,268	$870	$14,929	2	$29,859	
911 Comm Center Director (new grade 26) vacant	$17,462	$7,042	$349		$24,853	1	$24,853	
Dispatcher III (new grade 18) current vacancies	$6,418	$2,588	$128		$9,134	3	$27,403	
Current dispatchers compression fix (11.5% increase)	$89,257	$25,813			$115,070	1	$115,070	
Total							**$826,393**	**$619,795**

PROs	CONs
Hire min up - helps recruitment	Artificial grade inflation
Higher earning potential	Unsupported by current market
Actual pay increase by 11.5%	Stress to DCSO grade structure (COI, DSI)
No in-grade compression	Creates precedent, other job groups will follow

Scenario 4

Raise by 2 grades Dispatchers only as one of the hardest to recruite jobs

Increase current ees' actual pay by 3% (per policy)

Scenario 4

	Mid of Avg	Benefits	Probation 2% i	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr
Dispatcher III (new grade 18) new	$59,917	$63,856	$1,198	$870	$125,842	5	$629,208	
Convert Dispatcher to Lead Dispatcher (gr 16 to 19)	$9,922	$2,869			$12,791	2	$25,582	
911 Comm Center Director (new grade 26) vacant	$17,462	$7,042	$349		$24,853	1	$24,853	
Dispatcher III (new grade 18) current vacancies	$6,418	$2,588	$128		$9,134	3	$27,403	
Current positions to new grade minimum	$8,554	$2,474			$11,028	1	$11,028	
Current ees reclassification 3%	$27,043	$7,821			$34,864	1	$34,864	
Total							**$752,939**	**$564,704**

PROs	CONs
Hire min up - helps recruitment	Artificial grade inflation
Higher earning potential	Unsupported by current market
Actual pay increase by 3% (per policy)	Stress to DCSO grade structure (COI, DSI)
	Even further in-grade compressior

Scenario 5

Raise hiring minimum by about $2.00 (temporarily until fully staffed)

No actual grade change

Increase current ees' actual pay by about $2.00 (11.5%) to eliminate compression

Scenario 5

	Mid of Avg	Benefits	Probation 2% in	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr
Dispatcher III (current grade 16) new	$53,499	$55,163	$1,070	$870	$110,602	5	$553,011	
Convert Dispatcher to Lead Dispatcher (gr 16 to 19)	$9,922	$2,869			$12,791	2	$25,582	
911 Comm Center Director (new grade 26) vacant	$17,462	$7,042	$349		$24,853	1	$24,853	
Current dispatchers compression fix (11.5% increase)	$89,257	$25,813			$115,070	1	$115,070	
Total							**$718,516**	**$538,887**

PROs	CONs
Hire min up - helps recruitment	JOSs & C Os will follow
No stress to DCSO grade structure	Permanently increasing base pay
Actual pay increase by 11.5%	
No in-grade compression	

Scenario 6 - Preferred

Raise hiring minimum to Q1 (temporarily until fully staffed?)

No actual grade change

Increase current ees' actual pay by 12.5% to eliminate compression

Retention bonus to current ees $2000 (no repayment agreement)

Recruitment bonus $2000 (no repayment agreement) -- $1,000 on hiring + $1,000 after a y ear of full-time service with DC

Scenario 6 - Preferred

	Mid range	Benefits	Prob 2% incr	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr	Notes
Dispatcher III (current grade 16) new positions	$53,499	$55,163	$1,070	$870	$110,602	5	$553,011		Budgeted at mid range
Convert Dispatcher to Lead Dispatcher (gr 16 to 19)	$9,922	$2,869			$12,791	2	$25,582		Budgeted at mid range
911 Comm Center Director (new grade 26) vacant	$17,462	$7,042	$349		$24,853	1	$24,853		Budgeted at mid range
Current employees compression fix (12.5% increase)	$112,680	$32,587			$145,267	1	$145,267		Includes Asst Mgr and Lead
Recruitment incentive $2,000 (5 new dispatchers)	$2,000	$578			$2,578	5	$12,890		
Retention bonus $2,000 (current ees)	$2,000	$578			$2,578	19	$48,982		All dispatch ees
Total							**$810,585**	**$607,939**	

PROs	CONs
Hire min up the highest - helps recruitment	JOSs & C Os will probably follow
No stress to DCSO grade structure	Permanently increasing base pay
Actual pay increase by 12.5%	Compresses grade ranges
1-time impact for bonuses	
No in-grade compression	

	Annual	Prorated	Notes
New positions, conversion, and director upgrade	$603,446	$452,585	Constant in all scenarios
Bonuses (recruitment & retention) - $2,000	$61,872	$46,404	Varies with bonus amounts
Current dispatchers comprsn fix (12.5%)	$145,267	$108,950	Q1 = 12.5% above min
Total	**$810,585**	**$607,939**	

Job Title	Grade
911 COMM CENTER DIR	25
ASST COMM CENTER MGR	20
LEAD DISPATCHER	19
DISPATCHER III	16
DISPATCHER II	15
DISPATCHER I	14

Scenario 7

No actual grade change

No hiring minimum change

Advertise recruitment incentive bonus ($1,000)

Retention bonus for current ees ($1,000)

Scenario 7

	Mid of Avg	Benefits	Probation 2% in	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr
Dispatcher III (current grade 16) new	$53,499	$55,163	$1,070	$870	$110,602	5	$553,011	
Recruitment incentive bonus - new dispatch positions	$1,000	$289			$1,289	7	$9,023	
Convert Dispatcher to Lead Dispatcher (gr 16 to 19)	$9,922	$2,869			$12,791	2	$25,582	
911 Comm Center Director (new grade 26) vacant	$17,462	$7,042	$349		$24,853	1	$24,853	
Current ees - retention bonus $1,000	$1,000	$289			$1,289	17	$21,913	
Total							**$634,382**	**$475,787**

PROs	CONs
No impact on grade structure	JOSs & C Os will follow
Current ees get bonuses	
No permanent increase of base pay	
Incentive bonus helps recruitment	
1-time impact for bonuses	
No in-grade compression	

Scenario 8

New positions only, current grades

Scenario 8

	Mid of Avg	Benefits	Probation 2% in	Allowances	Total per position	# positions	Total for All	Prorated 3/4 yr
Dispatcher III (current grade 16) new	$53,499	$55,163	$1,070	$870	$110,602	5	$553,011	
Convert Dispatcher to Lead Dispatcher (gr 16 to 19)	$9,922	$2,869			$12,791	2	$25,582	
911 Comm Center Director (new grade 26) vacant	$17,462	$7,042	$349		$24,853	1	$24,853	
Total							**$603,446**	**$452,585**

PROs	CONs
No impact on grade structure	Does not help recruitment

Salary Scale

Effective 10/15/2021

HOURLY							ANNUAL				
GRADE	MIN	1Q	MID	3Q	MAX		MIN	1Q	MID	3Q	MAX
1	$8.70	$9.88	$11.05	$12.23	$13.41		$18,100.94	$20,547.02	$22,993.10	$25,439.18	$27,885.26
2	$9.17	$10.42	$11.66	$12.91	$14.16		$19,079.32	$21,665.28	$24,251.24	$26,848.64	$29,446.04
3	$9.71	$11.04	$12.36	$13.70	$15.03		$20,197.58	$22,958.13	$25,718.68	$28,490.93	$31,263.18
4	$10.32	$11.72	$13.12	$14.52	$15.92		$21,455.72	$24,367.72	$27,279.72	$30,191.72	$33,103.72
5	$10.82	$12.30	$13.78	$15.26	$16.74		$22,504.04	$25,579.06	$28,654.08	$31,740.80	$34,827.52
6	$11.50	$13.08	$14.65	$16.22	$17.79		$23,924.94	$27,198.08	$30,471.22	$33,732.66	$36,994.10
7	$12.15	$13.81	$15.47	$17.12	$18.78		$25,276.16	$28,724.02	$32,171.88	$35,619.61	$39,067.34
8	$12.89	$14.64	$16.40	$18.15	$19.90		$26,813.80	$30,459.52	$34,105.24	$37,751.09	$41,396.94
9	$13.65	$15.51	$17.36	$19.21	$21.07		$28,397.72	$32,253.26	$36,108.80	$39,964.34	$43,819.88
10	$14.44	$16.40	$18.37	$20.33	$22.30		$30,028.44	$34,116.94	$38,205.44	$42,293.94	$46,382.44
11	$15.24	$17.31	$19.38	$21.44	$23.51		$31,705.96	$36,004.02	$40,302.08	$44,600.14	$48,898.20
12	$16.16	$18.35	$20.53	$22.71	$24.90		$33,616.18	$38,158.90	$42,701.62	$47,244.34	$51,787.06
13	$17.05	$19.37	$21.69	$24.02	$26.35		$35,456.46	$40,290.38	$45,124.30	$49,969.92	$54,815.54
14	$18.11	$20.56	$23.02	$25.47	$27.92		$37,669.58	$42,771.43	$47,873.28	$52,975.13	$58,076.98
15	$19.10	$21.71	$24.33	$26.94	$29.56		$39,719.68	$45,159.27	$50,598.86	$56,038.45	$61,478.04
16	$20.22	$22.97	$25.73	$28.48	$31.23		$42,049.28	$47,780.07	$53,510.86	$59,230.08	$64,949.30
17	$21.38	$24.29	$27.20	$30.12	$33.03		$44,471.96	$50,528.92	$56,585.88	$62,642.84	$68,699.80
18	$22.65	$25.73	$28.81	$31.89	$34.97		$47,104.46	$53,510.86	$59,917.26	$66,323.66	$72,730.06
19	$23.99	$27.24	$30.50	$33.75	$36.99		$49,899.98	$56,667.52	$63,435.06	$70,190.90	$76,946.74
20	$25.37	$28.82	$32.28	$35.73	$39.19		$52,765.44	$59,952.23	$67,139.02	$74,325.81	$81,512.60
21	$26.82	$30.48	$34.13	$37.78	$41.43		$55,793.92	$63,388.39	$70,982.86	$78,577.33	$86,171.80
22	$28.40	$32.27	$36.13	$40.00	$43.87		$59,078.76	$67,115.88	$75,153.00	$83,201.69	$91,250.38
23	$30.04	$34.13	$38.23	$42.32	$46.42		$62,479.82	$70,994.56	$79,509.30	$88,035.61	$96,561.92
24	$31.75	$36.08	$40.41	$44.74	$49.07		$66,044.16	$75,048.09	$84,052.02	$93,055.95	$102,059.88
25	$33.63	$38.21	$42.80	$47.38	$51.97		$69,957.94	$79,486.03	$89,014.12	$98,553.78	$108,093.44
26	$35.60	$40.45	$45.30	$50.15	$54.99		$74,057.88	$84,145.10	$94,232.32	$104,307.84	$114,383.36
27	$37.64	$42.77	$47.90	$53.04	$58.17		$78,297.96	$88,967.45	$99,636.94	$110,315.13	$120,993.32
28	$39.92	$45.36	$50.80	$56.25	$61.69		$83,026.84	$94,348.80	$105,670.76	$116,992.59	$128,314.42
29	$42.36	$48.12	$53.88	$59.65	$65.41		$88,105.42	$100,091.29	$112,077.16	$124,062.90	$136,048.64
30	$44.95	$51.04	$57.13	$63.22	$69.32		$93,486.90	$106,159.95	$118,833.00	$131,505.92	$144,178.84
31	$47.67	$54.14	$60.60	$67.07	$73.54		$99,147.88	$112,601.32	$126,054.76	$139,508.20	$152,961.64
32	$50.53	$57.41	$64.29	$71.16	$78.04		$105,111.50	$119,415.27	$133,719.04	$148,022.81	$162,326.58
33	$53.66	$60.94	$68.23	$75.52	$82.80		$111,611.24	$126,765.21	$141,919.18	$157,073.28	$172,227.38
34	$56.93	$64.66	$72.40	$80.14	$87.88		$118,413.62	$134,499.43	$150,585.24	$166,682.88	$182,780.52
35	$60.41	$68.62	$76.82	$85.02	$93.23		$125,658.52	$142,722.84	$159,787.16	$176,851.48	$193,915.80
36	$64.10	$72.80	$81.50	$90.20	$98.91		$133,323.06	$151,424.00	$169,524.94	$187,626.01	$205,727.08
37	$69.01	$77.74	$86.48	$95.71	$104.94		$141,453.26	$160,660.89	$179,868.52	$199,076.02	$218,283.52
38	$72.15	$81.95	$91.75	$101.55	$111.35		$150,072.78	$170,456.78	$190,840.78	$211,224.78	$231,608.78
39	$76.55	$86.95	$97.35	$107.74	$118.14		$159,228.16	$180,858.47	$202,488.78	$224,107.52	$245,726.26
40	$81.22	$92.25	$103.29	$114.31	$125.34		$168,942.54	$191,889.10	$214,835.66	$237,770.65	$260,705.64