

FORSYTH COUNTY

BOARD OF COMMISSIONERS

MEETING DATE: OCTOBER 8, 2020

AGENDA ITEM NUMBER: 6

SUBJECT: A. RESOLUTION RATIFYING THE AMENDED FORSYTH COUNTY PAY PLAN
B. AMENDMENT TO THE FY 2020-2021 BUDGET ORDINANCE TO APPROPRIATE FUND BALANCE FOR MID-YEAR PAY PLAN ADJUSTMENTS FOR CERTAIN EMERGENCY SERVICES DEPARTMENT EMPLOYEES

COUNTY MANAGER'S RECOMMENDATION OR COMMENTS: Recommend Approval

SUMMARY OF INFORMATION:

Due to high turnover of Emergency Services staff and a large number of vacancies in EMT and Paramedic positions, the Director of Emergency Services, Human Resources Director, and County Manager recommend a mid-year Pay Plan adjustment for EMT, Paramedic, and supervisory employees of the Forsyth County Emergency Medical Services System in an effort to address recruitment and retention efforts among Emergency Medical Technicians and Paramedics.

The recommended adjustment would result in a one pay grade increase for EMT and Paramedic classifications and benchmarking of relevant supervisory positions. The recommendation includes full implementation of 5% per grade increase, and includes an additional 5% increase for eligible employees with relevant educational degrees or National Registry Certification within the department.

The total implementation cost of this adjustment, based on an implementation of October 17, 2020, will be \$542,402.99. The annualized cost associated with the adjustments will total \$723,203.99 in recurring costs.

ATTACHMENTS: YES NO

SIGNATURE: *J. Dudley Watts, Jr. /AMS* DATE: October 06, 2020
COUNTY MANAGER

**RESOLUTION RATIFYING THE AMENDED
FORSYTH COUNTY PAY PLAN**

WHEREAS pursuant to N.C.G.S.153A-92 the County Manager is responsible for preparing the Forsyth County Pay Plan for submission to the Forsyth County Board of Commissioners and for administering the Pay Plan in accordance with general policies and directives adopted by the Board, and the Board is responsible for approving Pay Plan, including the schedule of pay, and other compensation of all county officers and employees;

WHEREAS due to high turnover of Emergency Services staff and a large number of vacancies in EMT and Paramedic positions, the Director of Emergency Services, Human Resources Director, and County Manager recommend a mid-year PayPlan adjustment for EMT, Paramedic, and supervisory employees of the Forsyth County Emergency Medical Services System in an effort to address recruitment and retention efforts among Emergency Medical Technicians and Paramedics; and

WHEREAS the recommended adjustment would result in a one pay grade increase for the EMT and Paramedic classifications and benchmarking of relevant supervisory positions and also includes full implementation of a 5% per grade increase as well as an additional 5% increase for eligible employees with relevant educational degrees or National Registry Certification within the department, which would result in the following Pay Plan for the affected employees:

Classification	Current Pay		New Min		Max Annual	Work Week
	Grade	New Pay Grade	Hourly	Annual		
Emergency Services Equipment Technician	18	19	13.22	28,854.70	49,053.00	42
EMT	18	19	13.22	28,854.70	49,053.00	42
EMT-Paramedic	25	26	18.60	40,601.47	69,022.49	42
Paramedic FTO	26	27	19.52	42,631.54	72,473.62	42
Mobile Integrated Health Community Paramedic	27	28	20.50	44,763.12	76,097.30	42
EMS Shift Supervisor	28	29	21.53	47,001.27	79,902.17	42
EMS Shift Captain	29	30	22.60	49,351.34	83,897.27	42
EMS Training Officer	29	30	22.60	49,351.34	83,897.27	42

NOW, THEREFORE, BE IT RESOLVED that the Forsyth County Board of Commissioners hereby ratifies the attached Forsyth County Pay Plan, which is incorporated herein by reference which includes the schedule of pay for the County.

Adopted this the 8th day of October 2020.

Pay Plan Effective October 17, 2020

Classification Title	Class Code	Pay Grade	Work Week	Minimum Hourly	Minimum Annual	Maximum Hourly	Maximum Annual
County Commissioner	000	1	40.00	0.00	0.00	0.00	0.00
Real Time Intelligence Coordinator	074	26	40.00	0.00	40,601.47	0.00	69,022.49
County Manager	279	1	40.00	0.00	0.00	0.00	0.00
Budget Use Only	999	0	40.00	0.00	0.00	0.00	0.00
Temporary Employee	026	2	40.00	7.25	15,080.00	36.05	75,000.00
Environmental Health Aide	414	9	40.00	7.25	15,080.00	12.32	25,636.00
Intern	956	2	40.00	7.25	15,080.00	36.05	75,000.00
Golf Assistant	964	9	40.00	7.25	15,080.00	12.32	25,636.00
Sr. Golf Assistant	995	9	40.00	7.25	15,080.00	12.32	25,636.00
Library Page	560	10	40.00	8.95	18,600.00	15.20	31,620.00
Recreation Assistant	732	10	40.00	8.95	18,600.00	15.20	31,620.00
Grill Attendant	988	10	40.00	8.95	18,600.00	15.20	31,620.00
Sr. Grill Attendant	991	11	40.00	9.39	19,530.00	15.96	33,201.00
Transportation Aide	182	12	40.00	9.86	20,506.50	16.76	34,861.05
Park Attendant	661	12	40.00	9.86	20,506.50	16.76	34,861.05
Custodian	297	13	40.00	10.36	21,531.83	17.59	36,604.10
In Home Care Aide	532	13	40.00	10.36	21,531.83	17.59	36,604.10
Medical Laboratory Assistant	596	13	40.00	10.36	21,531.83	17.59	36,604.10
Manor House Chef	971	13	40.00	10.36	21,531.83	17.59	36,604.10
Support Services Associate	591	14	40.00	10.87	22,608.42	18.47	38,434.31
Sr. Park Assistant	673	14	40.00	10.87	22,608.42	18.47	38,434.31
Property Attendant	828	14	40.00	10.87	22,608.42	18.47	38,434.31
Golf Technician I	962	14	40.00	10.87	22,608.42	18.47	38,434.31
Sr. Custodian	545	15	40.00	11.42	23,738.84	19.40	40,356.02
Sr. Recreation Specialist	740	15	40.00	11.42	23,738.84	19.40	40,356.02
Assistant Golf Professional I	960	15	40.00	11.42	23,738.84	19.40	40,356.02
Grill Supervisor	993	15	40.00	11.42	23,738.84	19.40	40,356.02
Animal Shelter Attendant	099	16	40.00	11.99	24,925.78	20.37	42,373.82
Housekeeping Supervisor	415	16	40.00	11.99	24,925.78	20.37	42,373.82
Coop-Ext Program Assistant	533	16	40.00	11.99	24,925.78	20.37	42,373.82
Information Specialist	538	16	40.00	11.99	24,925.78	20.37	42,373.82
Animal Control Telecommunicator	092	17	40.00	12.59	26,172.07	21.39	44,492.52
Animal Shelter Attendant Supervisor	096	17	40.00	12.59	26,172.07	21.39	44,492.52
Data Entry Operator	312	17	40.00	12.59	26,172.07	21.39	44,492.52

Community Court Services Caseworker	317	17	40.00	12.59	26,172.07	21.39	44,492.52
EMT	390	19	42.00	13.22	28,854.70	22.46	49,053.00
Community Resources Consultant	456	17	40.00	12.59	26,172.07	21.39	44,492.52
Emergency Services Equipment Technician	457	19	42.00	13.22	28,854.70	22.46	49,053.00
Health Program Assistant	486	17	40.00	12.59	26,172.07	21.39	44,492.52
Human Services Technician	515	17	40.00	12.59	26,172.07	21.39	44,492.52
Office Assistant	548	17	40.00	12.59	26,172.07	21.39	44,492.52
Maintenance Technician I	561	17	40.00	12.59	26,172.07	21.39	44,492.52
Library Assistant	567	17	40.00	12.59	26,172.07	21.39	44,492.52
Pharmacy Technician	671	17	40.00	12.59	26,172.07	21.39	44,492.52
Sheriff's Records Specialist	690	17	40.00	12.59	26,172.07	21.39	44,492.52
Income Maintenance Technician	791	17	40.00	12.59	26,172.07	21.39	44,492.52
WIC Peer Counselor	922	17	40.00	12.59	26,172.07	21.39	44,492.52
Golf Technician II	963	17	40.00	12.59	26,172.07	21.39	44,492.52
Firefighter	109	24	56.00	12.65	36,826.73	21.49	62,605.44
WIC Program Specialist	249	18	40.00	13.22	27,480.67	22.46	46,717.14
Landscape Technician	547	18	40.00	13.22	27,480.67	22.46	46,717.14
Library Program Coordinator	570	18	40.00	13.22	27,480.67	22.46	46,717.14
IT Training Assistant	633	18	40.00	13.22	27,480.67	22.46	46,717.14
WIC Vendor Coordinator	921	18	40.00	13.22	27,480.67	22.46	46,717.14
Fire Engineer	465	25	56.00	13.28	38,668.06	22.57	65,735.71
Vital Records Deputy Registrar	135	19	40.00	13.88	28,854.70	23.58	49,053.00
In Home Care Aide Supervisor	202	19	40.00	13.88	28,854.70	23.58	49,053.00
Deputy Register Of Deeds	352	19	40.00	13.88	28,854.70	23.58	49,053.00
Environmental Health Technician	413	19	40.00	13.88	28,854.70	23.58	49,053.00
Foreign Language Interpreter	498	19	40.00	13.88	28,854.70	23.58	49,053.00
Tax Assistant	851	19	40.00	13.88	28,854.70	23.58	49,053.00
Assistant Golf Professional II	977	19	40.00	13.88	28,854.70	23.58	49,053.00
Golf Technician III	978	19	40.00	13.88	28,854.70	23.58	49,053.00
Animal Care Officer	027	20	40.00	14.57	30,297.44	24.76	51,505.65
Sr. Office Assistant	037	20	40.00	14.57	30,297.44	24.76	51,505.65
Elections Specialist	065	20	40.00	14.57	30,297.44	24.76	51,505.65
Cooperative Extension Volunteer Coordinator	106	20	40.00	14.57	30,297.44	24.76	51,505.65
Department Training Specialist	381	20	40.00	14.57	30,297.44	24.76	51,505.65
Maintenance Technician II	584	20	40.00	14.57	30,297.44	24.76	51,505.65

IT Training Specialist	614	20	40.00	14.57	30,297.44	24.76	51,505.65
Revenue Collector	745	20	40.00	14.57	30,297.44	24.76	51,505.65
Income Maintenance Caseworker	786	20	40.00	14.57	30,297.44	24.76	51,505.65
Property Specialist	822	20	40.00	14.57	30,297.44	24.76	51,505.65
Dental Assistant	114	21	40.00	15.30	31,812.31	26.00	54,080.93
Peer Support Specialist	129	21	40.00	15.30	31,812.31	26.00	54,080.93
Automotive Technician	150	21	40.00	15.30	31,812.31	26.00	54,080.93
Foreign Language Interpreter Supervisor	195	21	40.00	15.30	31,812.31	26.00	54,080.93
Medicaid Transportation Coordinator	198	21	40.00	15.30	31,812.31	26.00	54,080.93
Community Court Services Manager	320	21	40.00	15.30	31,812.31	26.00	54,080.93
Licensed Practical Nurse	419	21	40.00	15.30	31,812.31	26.00	54,080.93
Support Services Supervisor	592	21	40.00	15.30	31,812.31	26.00	54,080.93
Medical Laboratory Technician	603	21	40.00	15.30	31,812.31	26.00	54,080.93
Library Training Bridge Prog Coordinator	643	21	40.00	15.30	31,812.31	26.00	54,080.93
Fiscal Technician	742	21	40.00	15.30	31,812.31	26.00	54,080.93
Telecommunicator	816	22	42.00	15.30	33,402.93	26.00	56,784.98
Tax Accounting Technician	848	21	40.00	15.30	31,812.31	26.00	54,080.93
Sr. Tax Assistant	852	21	40.00	15.30	31,812.31	26.00	54,080.93
Elections Campaign Accounts Specialist	901	21	40.00	15.30	31,812.31	26.00	54,080.93
Community Gardening Coordinator	028	22	40.00	16.06	33,402.93	27.30	56,784.98
Administrative Assistant	034	22	40.00	16.06	33,402.93	27.30	56,784.98
Clinic Coordinator	035	22	40.00	16.06	33,402.93	27.30	56,784.98
Lead Tax Assistant	058	22	40.00	16.06	33,402.93	27.30	56,784.98
Assistant Register Of Deeds I	125	22	40.00	16.06	33,402.93	27.30	56,784.98
Child Support Agent	197	22	40.00	16.06	33,402.93	27.30	56,784.98
Deputy Clerk To Board Of Co Comm	345	22	40.00	16.06	33,402.93	27.30	56,784.98
Design & Construction Technician	425	22	40.00	16.06	33,402.93	27.30	56,784.98
Vector Control Specialist	431	22	40.00	16.06	33,402.93	27.30	56,784.98
Assistant Extension Agent	480	22	40.00	16.06	33,402.93	27.30	56,784.98
Sr. Maintenance Technician	585	22	40.00	16.06	33,402.93	27.30	56,784.98
Office Assistant Supervisor	651	22	40.00	16.06	33,402.93	27.30	56,784.98
Park Maintenance Group Supervisor I	665	22	40.00	16.06	33,402.93	27.30	56,784.98
Pretrial Release Specialist	683	22	40.00	16.06	33,402.93	27.30	56,784.98
Public Health Educator	695	22	40.00	16.06	33,402.93	27.30	56,784.98
Sheriffs Records Supervisor	751	22	40.00	16.06	33,402.93	27.30	56,784.98
Sr. Income Maintenance Caseworker	792	22	40.00	16.06	33,402.93	27.30	56,784.98

Property Liaison	829	22	40.00	16.06	33,402.93	27.30	56,784.98
Tax Deferment Specialist	854	22	40.00	16.06	33,402.93	27.30	56,784.98
Golf Course Assistant Supervisor	981	22	40.00	16.06	33,402.93	27.30	56,784.98
Fire Suppression Shift Supervisor	463	29	56.00	16.15	47,001.27	27.43	79,902.17
Air Awareness Coordinator	056	23	40.00	16.87	35,073.07	28.66	59,624.23
Trades Specialist	127	23	40.00	16.87	35,073.07	28.66	59,624.23
EMS Equipment Officer	388	23	40.00	16.87	35,073.07	28.66	59,624.23
Environmental Specialist	408	23	40.00	16.87	35,073.07	28.66	59,624.23
Housing Loan Officer	502	23	40.00	16.87	35,073.07	28.66	59,624.23
Department IT Support Technician	557	23	40.00	16.87	35,073.07	28.66	59,624.23
PC Support Technician	619	23	40.00	16.87	35,073.07	28.66	59,624.23
Nutritionist	639	23	40.00	16.87	35,073.07	28.66	59,624.23
Payroll Specialist	660	23	40.00	16.87	35,073.07	28.66	59,624.23
Pretrial Release Manager	684	23	40.00	16.87	35,073.07	28.66	59,624.23
Telecommunicator FTO	730	23	42.00	16.87	35,073.07	28.66	59,624.23
Program Integrity Investigator	760	23	40.00	16.87	35,073.07	28.66	59,624.23
Soil & Water Conservationist	809	23	40.00	16.87	35,073.07	28.66	59,624.23
Telecommunicator Shift Supervisor	880	24	42.00	16.87	36,826.73	28.66	62,605.44
Code Enforcement Officer	915	23	40.00	16.87	35,073.07	28.66	59,624.23
Event Planner	955	23	40.00	16.87	35,073.07	28.66	59,624.23
Detention Officer I	369	100	42.50	17.70	39,117.00	30.09	66,498.90
Animal Control Supervisor	097	24	40.00	17.71	36,826.73	30.09	62,605.44
Skilled Trades Specialist	120	24	40.00	17.71	36,826.73	30.09	62,605.44
Accounting Specialist	143	24	40.00	17.71	36,826.73	30.09	62,605.44
Automotive Electronic Technician	149	24	40.00	17.71	36,826.73	30.09	62,605.44
Sr. Automotive Technician	151	24	40.00	17.71	36,826.73	30.09	62,605.44
GIS Technician	189	24	40.00	17.71	36,826.73	30.09	62,605.44
Facilities Services Manager	207	24	40.00	17.71	36,826.73	30.09	62,605.44
Dental Office Manager	340	24	40.00	17.71	36,826.73	30.09	62,605.44
Social Worker	504	24	40.00	17.71	36,826.73	30.09	62,605.44
In Home Care Aide Program Supervisor	508	24	40.00	17.71	36,826.73	30.09	62,605.44
Sr. Child Support Agent	546	24	40.00	17.71	36,826.73	30.09	62,605.44
Librarian	551	24	40.00	17.71	36,826.73	30.09	62,605.44
Medical Laboratory Technologist	602	24	40.00	17.71	36,826.73	30.09	62,605.44
EMT Paramedic	626	26	42.00	18.60	40,601.47	31.60	69,022.49
Librarian Internet Services	638	24	40.00	17.71	36,826.73	30.09	62,605.44

Paralegal	672	24	40.00	17.71	36,826.73	30.09	62,605.44
Human Resources Technician	680	24	40.00	17.71	36,826.73	30.09	62,605.44
Statistical Research Assistant	708	24	40.00	17.71	36,826.73	30.09	62,605.44
Sr. Nutritionist	712	24	40.00	17.71	36,826.73	30.09	62,605.44
IT Web Developer/ Content Specialist	946	24	40.00	17.71	36,826.73	30.09	62,605.44
Deputy Sheriff I	355	200	42.50	18.25	40,332.50	31.02	68,565.25
Detention Officer II	062	101	42.50	18.59	41,083.90	31.60	69,842.63
Office Administrator	033	25	40.00	18.60	38,668.06	31.60	65,735.71
Park Maintenance Group Supervisor II	044	25	40.00	18.60	38,668.06	31.60	65,735.71
Animal Shelter Manager	091	25	40.00	18.60	38,668.06	31.60	65,735.71
Appraiser	107	25	40.00	18.60	38,668.06	31.60	65,735.71
Environmental Health Specialist Intern	122	25	40.00	18.60	38,668.06	31.60	65,735.71
Assistant Register Of Deeds II	128	25	40.00	18.60	38,668.06	31.60	65,735.71
Data Specialist	130	25	40.00	18.60	38,668.06	31.60	65,735.71
Licensed Skilled Trades Specialist	136	25	40.00	18.60	38,668.06	31.60	65,735.71
EMS Assistant Supervisor	382	26	42.00	18.60	40,601.47	31.60	65,735.71
Emergency Services Systems Administrator	387	25	40.00	18.60	38,668.06	31.60	69,022.49
Housing Specialist	529	25	40.00	18.60	38,668.06	31.60	65,735.71
Library Supervisor	558	25	40.00	18.60	38,668.06	31.60	65,735.71
Parks Program Manager	741	25	40.00	18.60	38,668.06	31.60	65,735.71
Sheriff's Accreditation Specialist	763	25	40.00	18.60	38,668.06	31.60	65,735.71
Deputy Sheriff II	060	201	42.50	19.16	42,343.60	32.57	71,984.12
EMS MIH Community Paramedic	059	28	42.00	20.50	44,763.12	33.18	76,097.30
Detention Officer III	063	102	42.50	19.52	43,139.20	33.18	73,336.64
Public Information Officer	066	26	40.00	19.52	40,601.47	33.18	69,022.49
Communications Specialist	076	26	40.00	19.52	40,601.47	33.18	69,022.49
Dental Hygienist	116	26	40.00	19.52	40,601.47	33.18	69,022.49
Tax Auditor	141	26	40.00	19.52	40,601.47	33.18	69,022.49
Sr. GIS Technician	187	26	40.00	19.52	40,601.47	33.18	69,022.49
Child Support Supervisor	199	26	40.00	19.52	40,601.47	33.18	69,022.49
Crime Analyst	283	26	40.00	19.52	40,601.47	33.18	69,022.49
Deputy Director Of Elections	357	26	40.00	19.52	40,601.47	33.18	69,022.49
Health & Human Services Emergency Preparedness Coordinator	393	26	40.00	19.52	40,601.47	33.18	69,022.49
Construction Coordinator	429	26	40.00	19.52	40,601.47	33.18	69,022.49
Library Information Officer	574	26	40.00	19.52	40,601.47	33.18	69,022.49

Public Health Educator II	696	26	40.00	19.52	40,601.47	33.18	69,022.49
Paramedic FTO	729	27	42.00	19.52	42,631.54	33.18	72,473.62
Income Maintenance Supervisor	789	26	40.00	19.52	40,601.47	33.18	69,022.49
Maintenance Supervisor	890	26	40.00	19.52	40,601.47	33.18	69,022.49
Deputy Sheriff III	061	202	42.50	20.12	44,465.20	34.20	75,590.84
Sheriffs Investigator	752	202	42.50	20.12	44,465.20	34.20	75,590.84
Care Management Specialist	047	27	40.00	20.50	42,631.54	34.84	72,473.62
Sr. Appraiser	108	27	40.00	20.50	42,631.54	34.84	72,473.62
Skilled Trades Supervisor	121	27	40.00	20.50	42,631.54	34.84	72,473.62
Associate Extension Agent	139	27	40.00	20.50	42,631.54	34.84	72,473.62
Sr. Tax Auditor	145	27	40.00	20.50	42,631.54	34.84	72,473.62
GIS Specialist	180	27	40.00	20.50	42,631.54	34.84	72,473.62
Library Manager	212	27	40.00	20.50	42,631.54	34.84	72,473.62
Coordinator Health Services	276	27	40.00	20.50	42,631.54	34.84	72,473.62
EMS Shift Supervisor	342	29	42.00	21.53	47,001.27	36.58	79,902.17
Detention Corporal	367	103	42.50	20.50	45,305.00	34.85	77,018.50
Environmental Health Specialist	410	27	40.00	20.50	42,631.54	34.84	72,473.62
Housing and Community Development Analyst	500	27	40.00	20.50	42,631.54	34.84	72,473.62
Department IT Support Analyst	514	27	40.00	20.50	42,631.54	34.84	72,473.62
Workforce and Economic Development Analyst	521	27	40.00	20.50	42,631.54	34.84	72,473.62
PC Analyst	625	27	40.00	20.50	42,631.54	34.84	72,473.62
Sheriffs IT Systems Support Analyst	750	27	40.00	20.50	42,631.54	34.84	72,473.62
Sr. Social Worker	807	27	40.00	20.50	42,631.54	34.84	72,473.62
Fleet Supervisor	891	27	40.00	20.50	42,631.54	34.84	72,473.62
Victim Services Coordinator	900	27	40.00	20.50	42,631.54	34.84	72,473.62
Marketing and Events Manager	987	27	40.00	20.50	42,631.54	34.84	72,473.62
Corporal	269	203	42.50	21.13	46,697.30	35.92	79,385.41
Public Relations Manager	073	28	40.00	21.53	44,763.12	36.58	76,097.30
Licensed Electrician - Skilled Trades Supervisor	133	28	40.00	21.53	44,763.12	36.58	76,097.30
Child Support Program Manager	201	28	40.00	21.53	44,763.12	36.58	76,097.30
IT Software Developer	255	28	40.00	21.53	44,763.12	36.58	76,097.30
EMS Shift Captain	385	30	42.00	22.60	49,351.34	38.41	83,897.27
EMS Training Officer	386	30	42.00	22.60	49,351.34	38.41	83,897.27

Sr. Environmental Specialist	409	28	40.00	21.53	44,763.12	36.58	76,097.30
Treasury Analyst	444	28	40.00	21.53	44,763.12	36.58	76,097.30
Safety Officer	461	28	40.00	21.53	44,763.12	36.58	76,097.30
Quality Assurance Manager	613	28	40.00	21.53	44,763.12	36.58	76,097.30
Nutritionist Supervisor	632	28	40.00	21.53	44,763.12	36.58	76,097.30
Public Health Nurse I	701	28	40.00	21.53	44,763.12	36.58	76,097.30
Risk Management Analyst	749	28	40.00	21.53	44,763.12	36.58	76,097.30
Safety/Loss Control Analyst	754	28	40.00	21.53	44,763.12	36.58	76,097.30
Sr. Staff Development Specialist	823	28	40.00	21.53	44,763.12	36.58	76,097.30
Property Management Supervisor	830	28	40.00	21.53	44,763.12	36.58	76,097.30
Tax Appraisal Analyst	858	28	40.00	21.53	44,763.12	36.58	76,097.30
Sr. Sheriff's Investigator	755	204	42.50	22.19	49,039.90	37.72	83,367.83
Property Manager	039	29	40.00	22.60	47,001.27	38.41	79,902.17
Communications Training Officer	054	29	40.00	22.60	47,001.27	38.41	79,902.17
Talent & Development Consultant	083	29	40.00	22.60	47,001.27	38.41	79,902.17
GIS Analyst	181	29	40.00	22.60	47,001.27	38.41	79,902.17
Business Process Analyst	251	29	40.00	22.60	47,001.27	38.41	79,902.17
Environmental Affairs Asst. Program Mgr	404	29	40.00	22.60	47,001.27	38.41	79,902.17
Sr. Environmental Health Specialist	411	29	40.00	22.60	47,001.27	38.41	79,902.17
Fire Training Officer	462	29	40.00	22.60	47,001.27	38.41	79,902.17
Fire Prevention Officer	464	29	40.00	22.60	47,001.27	38.41	79,902.17
Internal Auditor	559	29	40.00	22.60	47,001.27	38.41	79,902.17
Medical Laboratory Supervisor	604	29	40.00	22.60	47,001.27	38.41	79,902.17
Fiscal Supervisor	657	29	40.00	22.60	47,001.27	38.41	79,902.17
Human Resources Consultant	664	29	40.00	22.60	47,001.27	38.41	79,902.17
Income Support Program Manager	790	29	40.00	22.60	47,001.27	38.41	79,902.17
Licensed Clinical Social Worker	793	29	40.00	22.60	47,001.27	38.41	79,902.17
Telecommunicator Supervisor	818	29	40.00	22.60	47,001.27	38.41	79,902.17
Addressing Analyst	872	29	40.00	22.60	47,001.27	38.41	79,902.17
Golf Professional	961	29	40.00	22.60	47,001.27	38.41	79,902.17
Nurse Care Manager	048	30	40.00	23.73	49,351.34	40.33	83,897.27
Care Management Team Leader	052	30	40.00	23.73	49,351.34	40.33	83,897.27
Sr. Talent & Development Consultant	082	30	40.00	23.73	49,351.34	40.33	83,897.27
Lead Appraiser	144	30	40.00	23.73	49,351.34	40.33	83,897.27
Detention Sergeant	330	106	42.50	23.73	52,443.30	40.34	89,153.61
Environmental Health Supervisor I	395	30	40.00	23.73	49,351.34	40.33	83,897.27

Maintenance Manager	424	30	40.00	23.73	49,351.34	40.33	83,897.27
Fiscal Analyst	445	30	40.00	23.73	49,351.34	40.33	83,897.27
Budget & Management Analyst	590	30	40.00	23.73	49,351.34	40.33	83,897.27
IT Networking Analyst	618	30	40.00	23.73	49,351.34	40.33	83,897.27
Public Health Nurse II	702	30	40.00	23.73	49,351.34	40.33	83,897.27
Sr. Human Resources Consultant	705	30	40.00	23.73	49,351.34	40.33	83,897.27
Licensed Clinician	743	30	40.00	23.73	49,351.34	40.33	83,897.27
Social Work Supervisor	800	30	40.00	23.73	49,351.34	40.33	83,897.27
GIS Coordinator	870	30	40.00	23.73	49,351.34	40.33	83,897.27
Addressing Coordinator	871	30	40.00	23.73	49,351.34	40.33	83,897.27
Asst. Director of Income Support	036	31	40.00	24.92	51,818.90	42.35	88,092.14
Mobile Intergrated Healthcare Coordinator	068	31	40.00	24.92	51,818.90	42.35	88,092.14
E-911 Systems Manager	244	31	40.00	24.92	51,818.90	42.35	88,092.14
EMS Quality Management Coordinator	407	31	40.00	24.92	51,818.90	42.35	88,092.14
Design & Construction Manager	423	31	40.00	24.92	51,818.90	42.35	88,092.14
Fleet Manager	430	31	40.00	24.92	51,818.90	42.35	88,092.14
Fire Operations Manager	467	31	40.00	24.92	51,818.90	42.35	88,092.14
Extension Agent	530	31	40.00	24.92	51,818.90	42.35	88,092.14
Nutrition Program Director	635	31	40.00	24.92	51,818.90	42.35	88,092.14
Tax Manager	727	31	40.00	24.92	51,818.90	42.35	88,092.14
Sheriff's Applications and Database Specialist	764	31	40.00	24.92	51,818.90	42.35	88,092.14
Sr. Social Worker Supervisor	801	31	40.00	24.92	51,818.90	42.35	88,092.14
Department Business Manager	820	31	40.00	24.92	51,818.90	42.35	88,092.14
Systems Analyst	834	31	40.00	24.92	51,818.90	42.35	88,092.14
Tax Project Manager	849	31	40.00	24.92	51,818.90	42.35	88,092.14
Airport Operations Analyst	941	31	40.00	24.92	51,818.90	42.35	88,092.14
Golf Course Supervisor	979	31	40.00	24.92	51,818.90	42.35	88,092.14
Facilities Operations Manager	119	31	40.00	24.94	51,818.90	42.35	88,092.14
Sergeant	780	207	42.50	25.68	56,752.80	43.65	96,479.76
IT Assistant Team Leader	049	32	40.00	26.16	54,409.85	44.46	92,496.74
Nurse Care Team Leader	050	32	40.00	26.16	54,409.85	44.46	92,496.74
GIS Project Manager	146	32	40.00	26.16	54,409.85	44.46	92,496.74
Sr. IT Software Developer	264	32	40.00	26.16	54,409.85	44.46	92,496.74
IT Database Analyst	299	32	40.00	26.16	54,409.85	44.46	92,496.74
Environmental Affairs Program Manager I	398	32	40.00	26.16	54,409.85	44.46	92,496.74

IT Web Software Developer	549	32	40.00	26.16	54,409.85	44.46	92,496.74
Medical Laboratory Manager	610	32	40.00	26.16	54,409.85	44.46	92,496.74
Public Health Nurse III	703	32	40.00	26.16	54,409.85	44.46	92,496.74
Epidemiology and Surveillance Director	707	32	40.00	26.16	54,409.85	44.46	92,496.74
Human Service Evaluation & Planning Manager	721	32	40.00	26.16	54,409.85	44.46	92,496.74
Senior Tax Manager	724	32	40.00	26.16	54,409.85	44.46	92,496.74
Licensed Clinical Supervisor	826	32	40.00	26.16	54,409.85	44.46	92,496.74
GIS Programmer	873	32	40.00	26.16	54,409.85	44.46	92,496.74
Stepping Up Program Supervisor	923	32	40.00	26.16	54,409.85	44.46	92,496.74
Clerk To Board of County Commissioners	237	33	40.00	27.47	57,130.34	46.69	97,121.58
Deputy Fire Marshal	349	33	40.00	27.47	57,130.34	46.69	97,121.58
EMS Compliance Officer	383	33	40.00	27.47	57,130.34	46.69	97,121.58
Environmental Health Supervisor II	396	33	40.00	27.47	57,130.34	46.69	97,121.58
Environmental Affairs Program Manager II	400	33	40.00	27.47	57,130.34	46.69	97,121.58
Interagency Radio System Manager	513	33	40.00	27.47	57,130.34	46.69	97,121.58
Social Work Program Manager	798	33	40.00	27.47	57,130.34	46.69	97,121.58
Care Management Nursing Supervisor	053	34	40.00	28.84	59,986.86	49.02	101,977.66
Sr. Budget & Management Analyst	168	34	40.00	28.84	59,986.86	49.02	101,977.66
Detention Lieutenant	364	110	42.50	28.84	63,736.40	49.03	108,351.88
EMS Operations Officer	379	34	40.00	28.84	59,986.86	49.02	101,977.66
Assistant Library Director	564	34	40.00	28.84	59,986.86	49.02	101,977.66
Public Health Nursing Supervisor	709	34	40.00	28.84	59,986.86	49.02	101,977.66
Environmental Health Director	064	35	40.00	30.29	62,986.20	51.47	107,076.54
Fire Marshal	067	35	40.00	30.29	62,986.20	51.47	107,076.54
Assistant Director of General Services	115	35	40.00	30.29	62,986.20	51.47	107,076.54
Deputy Assessor/Collector	134	35	40.00	30.29	62,986.20	51.47	107,076.54
IT Database Administrator	298	35	40.00	30.29	62,986.20	51.47	107,076.54
Internal Audit Manager	535	35	40.00	30.29	62,986.20	51.47	107,076.54
Assistant Director of Parks Operations	658	35	40.00	30.29	62,986.20	51.47	107,076.54
Assistant Director of Business Operations	667	35	40.00	30.29	62,986.20	51.47	107,076.54
IT Team Leader	717	35	40.00	30.29	62,986.20	51.47	107,076.54
Risk Manager	753	35	40.00	30.29	62,986.20	51.47	107,076.54
Sheriff's IT Systems Manager	778	35	40.00	30.29	62,986.20	51.47	107,076.54
IT Business Analyst	836	35	40.00	30.29	62,986.20	51.47	107,076.54
IT Programming Manager	838	35	40.00	30.29	62,986.20	51.47	107,076.54

Lieutenant	568	211	42.50	31.21	68,974.10	53.06	117,255.97
Care Management Program Manager	051	36	40.00	31.80	66,135.51	54.05	112,430.37
Deputy Library Director	140	36	40.00	31.80	66,135.51	54.05	112,430.37
Cooperative Extension Director	278	36	40.00	31.80	66,135.51	54.05	112,430.37
Controller & Systems Manager	438	36	40.00	31.80	66,135.51	54.05	112,430.37
Economic Development Program Administrator	522	36	40.00	31.80	66,135.51	54.05	112,430.37
Director Of Elections	824	36	40.00	31.80	66,135.51	54.05	112,430.37
Social Services Business Manager	281	37	40.00	33.39	69,442.29	56.75	118,051.89
Family Justice Center Director	286	37	40.00	33.39	69,442.29	56.75	118,051.89
Deputy Director of Emergency Services	341	37	40.00	33.39	69,442.29	56.75	118,051.89
Detention Captain	356	113	40.00	33.39	69,451.20	56.76	118,067.04
Nursing Program Manager	719	37	40.00	33.39	69,442.29	56.75	118,051.89
Social Services Division Director	796	37	40.00	33.39	69,442.29	56.75	118,051.89
Assistant Director of Social Services	797	37	40.00	33.39	69,442.29	56.75	118,051.89
Geographic Information Officer	874	37	40.00	33.39	69,442.29	56.75	118,051.89
Assistant Public Health Director	118	38	40.00	35.06	72,914.40	59.59	123,954.48
IT Technology Manager	126	38	40.00	35.06	72,914.40	59.59	123,954.48
Pharmacist	669	38	40.00	35.06	72,914.40	59.59	123,954.48
Physician Assistant/Nurse Practitioner	681	38	40.00	35.06	72,914.40	59.59	123,954.48
Captain	188	214	40.00	36.13	75,150.40	61.42	127,755.68
Deputy Director of Social Services	277	39	40.00	36.81	76,560.12	62.57	130,152.21
Environmental Assistance and Protection Director	399	39	40.00	36.81	76,560.12	62.57	130,152.21
Deputy Director of Human Resources	509	39	40.00	36.81	76,560.12	62.57	130,152.21
Sr. Physician Assistant/Nurse Practitioner	678	39	40.00	36.81	76,560.12	62.57	130,152.21
Assistant Chief Financial Officer	885	39	40.00	36.81	76,560.12	62.57	130,152.21
Assistant County Attorney	105	40	40.00	38.65	80,388.13	65.70	136,659.82
Deputy Chief Financial Officer	348	40	40.00	38.65	80,388.13	65.70	136,659.82
Pharmacy Manager	670	40	40.00	38.65	80,388.13	65.70	136,659.82
Register Of Deeds	734	40	40.00	38.65	80,388.13	65.70	136,659.82
Detention Center Administrator	370	216	40.00	39.84	82,867.20	67.73	140,874.24
Major	611	216	40.00	39.84	82,867.20	67.73	140,874.24
Assistant County Attorney/Paralegal Supervisor	124	41	40.00	40.59	84,407.53	68.98	143,492.81
Director of Emergency Services	380	41	40.00	40.59	84,407.53	68.98	143,492.81

General Services Director	496	41	40.00	40.59	84,407.53	68.98	143,492.81
Housing & Community Development Director	531	41	40.00	40.59	84,407.53	68.98	143,492.81
Library Director	562	41	40.00	40.59	84,407.53	68.98	143,492.81
Parks & Recreation Director	656	41	40.00	40.59	84,407.53	68.98	143,492.81
Special Assistant to Sheriff	072	217	40.00	41.83	87,006.40	71.11	147,910.88
Budget & Management Director	165	42	40.00	42.61	88,627.91	72.43	150,667.45
Chief Deputy Sheriff	889	218	40.00	43.92	91,353.60	74.66	155,301.12
Chief Technology Officer	494	43	40.00	44.75	93,059.31	76.05	158,200.82
Chief Information Officer	594	43	40.00	44.75	93,059.31	76.05	158,200.82
Tax Assessor/Collector	875	43	40.00	44.75	93,059.31	76.05	158,200.82
Airport Director	940	43	40.00	44.75	93,059.31	76.05	158,200.82
Dentist	113	44	40.00	46.98	97,712.27	79.86	166,110.86
Human Resources Director	663	44	40.00	46.98	97,712.27	79.86	166,110.86
Sheriff	781	219	40.00	47.68	99,174.40	81.05	168,596.48
Social Services Director	282	45	40.00	49.33	102,597.89	83.85	174,416.41
Public Health Director	694	45	40.00	49.33	102,597.89	83.85	174,416.41
Assistant County Manager	117	46	40.00	51.80	107,727.78	88.04	183,137.23
Dentist Director	343	46	40.00	51.80	107,727.78	88.04	183,137.23
Chief Financial Officer	435	46	40.00	51.80	107,727.78	88.04	183,137.23
County Attorney	274	48	40.00	57.11	118,769.88	97.07	201,908.79
Deputy County Manager	344	48	40.00	57.11	118,769.88	97.07	201,908.79

**FORSYTH COUNTY, NORTH CAROLINA
AMENDMENT TO
2020-2021 BUDGET ORDINANCE**

FROM: BUDGET & MANAGEMENT

MEETING DATE: October 8, 2020

EXPLANATION:

Due to high turnover of Emergency Services staff and a large number of vacancies in EMT and Paramedic positions, the Director of Emergency Services, Human Resources Director, and County Manager recommend a mid-year Pay Plan adjustment for EMT, Paramedic, and supervisory employees of the Forsyth County Emergency Medical Services System in an effort to address recruitment and retention efforts among Emergency Medical Technicians and Paramedics.

The recommended adjustment would result in a one pay grade increase for EMT and Paramedic classifications and benchmarking of relevant supervisory positions. The recommendation includes full implementation of 5% per grade increase, and includes an additional 5% increase for eligible employees with relevant educational degrees or National Registry Certification within the department.

The total implementation cost of this adjustment, based on an implementation of October 17, 2020, will be \$542,402.99. The annualized cost associated with the adjustments will total \$723,203.99 in recurring costs.

BE IT ORDAINED BY THE FORSYTH COUNTY BOARD OF COMMISSIONERS THAT THE FISCAL YEAR 2020-2021 BUDGET ORDINANCE IS HEREBY AMENDED AS FOLLOWS:

INCREASE:	<u>SECTION 1. REVENUES AND APPROPRIATED FUND BALANCES.</u>	
	GENERAL FUND	
	APPROPRIATED FUND BALANCE	<u>\$542,402.99</u>

INCREASE:	<u>SECTION 2. APPROPRIATIONS.</u>	
	GENERAL FUND	
	EMERGENCY SERVICES	<u>\$542,402.99</u>

NATURE OF TRANSACTION:

Additional Revenue Available

Transfer within Accounts of Same fund

Other: Appropriated Fund Balance

APPROVED BY BOARD OF COUNTY COMMISSIONERS AND ENTERED ON MINUTES DATED _____

AGENDA ITEM NUMBER _____