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OVERVIEW: Sarpy County salary schedules:

SCHEDULE	FACTS
AFSCME LOCAL 251	<ol style="list-style-type: none"> 1. Overall, the percent of increase declines as employees become more experienced, which is not an incentive to retain experienced staff. 2. Four position titles capture “building maintenance and repair” but the character and scope of work performed is not inherently different to support more than two-(2) levels. 3. Three position titles capture “Heavy Equipment Operation” but the character and scope of work performed is not inherently different to support more than two-(2) levels; and the compensation range between the first and second levels is negligible. 4. The “Labor” and the “Gatekeeper” positions receive a “bump” in pay for the last (Step 6) increase which is non-consistent will all other position within the AFSCME salary schedule (i.e., potential disparate impact, discrimination, salary inequity). 5. The approved (2%) percent increase for each fiscal year through 2018 is not captured for the “Administrative Assistant I” position; instead, the published rate has the position receiving less of an annual increase, and less of an increase between steps. 6. The “minimum to maximum” range of the AFSCME salary schedule varies greatly from 11.24% to 35.45%, which by default, creates grade creep, salary compression, and with the overwhelming majority of staff “topped-out” or compensated at the maximum of the salary range. [This means the salary range essential serves no purpose, because the majority of employees share the same “flat” salary, and compensation is tenured based and not meritorious.]
ASSISTANT PUBLIC DEFENDER	<ol style="list-style-type: none"> 1. The “minimum to maximum” range for the “Attorney” salary schedule is 36.09% with is less than the 40.71% for the “Senior Attorney and Lead Attorney” which in the absence of BFOQs presents the potential for disparate impact, discrimination, salary inequity, etc. 2. The position title hierarchy does not provide distinction between the “Senior” and the “Lead” attorney positions.
FOP SWORN (POLICE)	<ol style="list-style-type: none"> 1. Salary schedule does not establish a valid career series; the corporal and captain exist as single incumbent positions. 2. Position hierarchy is not monetized throughout the entire salary schedule. 3. As published in the official Sarpy County “Budget Message for 2017 Fiscal Year, <i>“The primary issue in developing the budget for the 2017 fiscal year was to maintain the high level of law enforcement . . .”</i> but the FOP Sworn salary schedule provides the Captain with the smallest salary range (minimum to maximum) at only 14.99%, against subordinate positions with salary grades ranging from 26.12% to 40.33%. 4. Overall, the percent of increase declines as employees become more experienced, which is not an incentive to retain experienced staff.

EMPLOYEE'S ASSOCIATION	<ol style="list-style-type: none"> 1. Although the "minimum to maximum" range of the Employee's Association salary schedule is consistently applied at 34.77%, nevertheless the range is small [which creates grade creep, salary compression, etc.], and the percent of increase between steps at 3.80% is less than nearly all other Sarpy County salary schedules. 2. Unlike other salary schedules, employees moving from grade 7 to 8 and from grade 11 to 12 receive a 10% salary adjustment, which is considerably larger than movement between other grades within the schedule or between other Sarpy County salary schedules.
FOP LODGE 3 NON-SWORN	<ol style="list-style-type: none"> 1. Title hierarchy is not consistent with industry benchmarks. For example, there is no subordinate "chaplain," and juvenile services positions are not defined to benchmark career series. 2. Salary schedule functions as an amalgamation (IT, clerical, healthcare, law enforcement, maintenance, etc.), and therefore, compensatory objectives are not strategic or defined. 3. The "minimum to maximum" range of the salary schedule varies greatly from 22.27% to 48.09%, which by default, creates grade creep, salary compression, and with the overwhelming majority of staff "topped-out" or compensated at the maximum of the salary range. 4. Rounding-up in the adopted salary schedule is not consistently applied.
MANAGEMENT AND NON-UNION	<ol style="list-style-type: none"> 1. Overall, the percent of increase is flat as employees become more experienced, which is not an incentive to retain experienced staff. 2. The percent of increase between grades 1 to 5 (8.46%) increases, but the percent of increase between grades 6 to 16 (8%) is flat. 3. The "minimum to maximum" range of the salary schedule is less than 30%, which by default, creates grade creep, salary compression, and with the overwhelming majority of staff "topped-out" or compensated at the maximum of the salary range.
FOP COMMUNICATIONS	<ol style="list-style-type: none"> 1. Four position titles capture "telephone communications" but the character and scope of work performed is not inherently different to support more than three-(3) levels. 2. The position title hierarchy does not provide distinction between the "Senior" and the "Lead" positions; and the compensation range between these positions is negligible.

Noticeably absent from Sarpy County's compensation structures are separate salary schedules for IT (technology) and engineering, because as established in the wake of the oil embargo by the Federal Government, the wage and price control guidelines of the mid-1970s established IT and engineering as the two industries most vital to the U.S. economy. Again, as I mentioned during the interview, the aforementioned analysis is without first-hand knowledge of the bargaining unit agreements and related internal politics, and is provided as a point of discussion. Nevertheless, given this analysis, the consolidated salary schedule does the following:

1. Eliminates existing and potential salary inequities within careers series, between job grades, and between salary schedules;
2. To eliminate duplication and create organizational efficiencies, the relative worth (market value) of a "position" is not determined by or indexed to an inequitably designed salary range or schedule, but assigned to a market-based grade level that provides position hierarchy and salary growth.

3. Reduces salary schedule maintenance by eliminating the need for annual adjustments to update salary grades and salary schedules;
4. Establishes a consistent range of values between salary grade levels (8.5%), between minimums and maximums 60% (open range), and eliminates steps so that movement within the salary range is entirely based on merit, not tenure.
5. Consistent with the Bureau of Labor Statistics, the proposed consolidated salary schedule is reconciled to a market-based median hourly wage, and an annual mean wage.

Additionally, as validated by the U.S. Agency for Healthcare Research and Quality (AHRQ), gatekeeper plans such as Obamacare, all Indemnity Plans, HMOs, PPOs, EPOs, and IPOs perform at the same level of mediocrity, with no strategic impact in reducing the cost of health care, and no strategic improvement on user health – *because they are not designed to do so*. **However, my proprietary health benefits matrix:** (1) is strategically designed *to reduce health care costs by at least 25% within twelve months of implementation, and produce another 25% reduction within the next 18 months;* (2) will improve the health of all users through strategic plan design *and* financial incentives; and (3) will achieve the aforementioned without any reduction in the quality or scope of coverage. **Yes, I can prove it!**

As published in the official Sarpy County “Budget Message for 2017 Fiscal Year, **“The proposed Sarpy County Budget for the 2017 fiscal year totals \$148,078,528, an increase of \$9,536,747 or 6.9% from the 2016 fiscal year original budget. The majority of this increase is due to the General Fund for increases in salaries and benefits.”** I welcome an opportunity to validate how I can dramatically reduce the cost of Sarpy County’s health benefits while concurrently improving the overall health of employees, dependents and retirees!