



Salary Classifications - State Emergency Management Personnel

Pursuant to Session Law 2015-241, Section 30.17, the Office of State Human Resources (OSHR) is required to study salary classifications of State Emergency Management personnel within the Department of Public Safety and make recommendations for market-based salary adjustments as warranted to the Joint Legislative Commission on Governmental Operations and the Fiscal Research Division by February 1, 2016.

FINDINGS

Analysis of turnover and market data indicates that Emergency Management classifications experience relatively high turnover and that employees are generally not compensated commensurate with proposed market values of their jobs. However, this is not an uncommon situation in state government. The Statewide Compensation System Project currently being undertaken by OSHR and state agencies will position the State to better address situations such as these.

TURNOVER

Three year average turnover rates (not including retirement turnover) for Emergency Management classifications were calculated as follows:

Position	Turnover Rate
Emergency Management Officer	31.8%
Emergency Management Field Supervisor	0.0%
Emergency Management Area Coordinator	2.2%
Emergency Management Section Manager	0.0%
Emergency Management Assistant Director	10.0%
Emergency Management Planner I	36.4%
Emergency Management Planner II	24.0%
Emergency Management Plans Supervisor	25.0%
Emergency Management Operations Officer	0.0%
TOTAL	19.0%
STATEWIDE AVERAGE - 3 YEAR RATE:	7.7%

Over the past three years, Emergency Management classifications experienced turnover nearly 2.5 times the statewide average.

The majority of the reasons for these separations as reported in BEACON were Better Employment or Personal Reasons.

MARKET ANALYSIS

Market analysis was conducted as part of the larger Statewide Compensation System Project. This Project is anticipated to be implemented in June 2016 and will move all state agency classifications to new classifications and market-based pay structures.

Based on the currently proposed classifications and pay ranges for the Emergency Management classifications (subject to revision pending June 2016 implementation), the following is a comparison of proposed market rate to average pay per classification:

Proposed Title	Average Salary	Current Midpoint	Proposed Pay Grade in New Structure	Proposed Midpoint (Market Rate) In New Structure	Average Compa-Ratio
Emergency Management Officer	\$38,482	\$49,364	10	\$51,495	74.7%
Emergency Management Operations Officer	\$49,493	\$53,664	11	\$55,614	89.0%
Emergency Management Planner	\$42,250	\$53,664	11	\$55,614	76.0%
Emergency Management Area Coordinator	\$50,530	\$55,922	12	\$60,063	84.1%
Emergency Management Supervisor	\$58,432	\$60,963	14	\$70,058	83.4%
Emergency Management Section Manager	\$54,713	\$66,555	16	\$81,716	67.0%
Emergency Management Section Manager	\$65,378	\$72,833	16	\$81,716	80.0%
Emergency Management Deputy Director	\$74,159	\$72,833	18	\$94,431	78.5%
Emergency Management Director	\$98,352	\$87,264	19	\$101,040	97.3%

Average Compa-Ratio for all proposed Emergency Management classifications is approximately 76.5%, meaning that on average these classifications are about 23.5% behind the proposed “market rate” (however, as seen above, Compa-Ratios like turnover rates can vary significantly according to individual classification).

COST ANALYSIS

	Without Benefits	With Benefits
APPROXIMATE COST TO 90% OF PROPOSED MARKET RATE	\$525,105	\$682,637
APPROXIMATE COST TO 95% OF PROPOSED MARKET RATE	\$713,199	\$927,159
APPROXIMATE COST TO 100% OF PROPOSED MARKET RATE	\$903,980	\$1,175,174

CONCLUSION

Data analysis supports employees in Emergency Management classifications receiving salary adjustments as funding permits to bring them closer to their market value. OSHR recommends that this be done in conjunction with or following implementation of the Statewide Compensation System Project. OSHR also recommends targeting increases to 90% of market rate by using \$682,637 from the Salary Adjustment Fund with a retroactive effective date of January 1, 2016. OSHR is currently finalizing all Salary Adjustment Fund recommendations for FY 2015-2016.