



Rodney S. Marion
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November 8, 2017

TO: S. Michael Rummel, Chair
Financial and Administrative Committee

FROM: Barry Burton, County Administrator
Rodney S. Marion, Human Resources Director

RE: Pay Range Upgrade- Emergency Manager

Your favorable consideration is requested to approve a salary range upgrade for the Emergency Manager position.

<u>Current-Vacancy</u>	<u>Paygrade</u>	<u>Min.</u>	<u>Mid.</u>	<u>Max</u>
Emergency Management Coordinator	M9	\$74,438	\$93,048	\$78,649
TO				
<u>Proposed</u>				
Emergency Manager	M12	\$112,270	\$140,287	\$168,304

County Administrator has had difficulty recruiting for the position of Emergency Manager. The qualified and highly qualified candidates are earning significantly more than the current starting salary of \$74,438. Human Resources conducted a salary survey and found that the local market's average pay grade minimums for the position is \$113,659.

If approved the hiring range would increase by \$37,832 to \$47,239. The department's operating budget can absorb the increase.

Thank you for your consideration of this request.