

**Oneida County**  
**Chief Deputy and Captains Compensation**  
**Fiscal Impact**

Fiscal Impact including wages and fringes

	2018	2019	2020	2021	Total
1 Captain positions from Grade N1 to Grade O1 of the Exempt Pay Plan	10,374	10,726	11,004	11,288	43,392
2 Chief Deputy and Captain receive same Paid Time Off (PTO) as bargaining unit	6,135	6,312	6,981	7,127	26,555
3 Voluntary Employee Benefit Association (VEBA) contributions same as bargaining unit	7,514	7,703	7,893	8,409	31,519
	24,023	24,741	25,878	26,824	101,466
4 Chief Deputy and Captain positions receive same wage increase as bargaining unit	-	3,176	13,411	16,580	33,167
	24,023	27,917	39,289	43,404	134,633
5 If Cost of Living Adjustment (COLA) to Wage Schedule is a 0% increase**	-	8,777	15,485	22,325	46,587
	24,023	36,694	54,774	65,729	181,220
6 Average Cost Per Person (with 1.5% increase in wage schedule)	8,008	9,306	13,096	14,468	44,878
7 Average Cost Per Person (without 1.5% increase in wage schedule)	8,008	12,231	18,258	21,910	60,407

\*\*Assumption made that COLA adjustment to the general wage schedule would be 1.50%.

Oneida County  
 Chief Deputy and Captains Compensation  
 Fiscal Impact

**Hourly Wage Based on the Current Wage Schedule with Annual 1.5% Increase (excludes VEBA and PTO):**

	Rate Per Hour Based on 2,080 Hours - Top Step on Scale					% above
	Current	12/29/18	12/31/19	12/26/20	12/31/21	
Chief Deputy	\$44.49	\$45.16	\$45.84	\$46.53	\$47.22	10% Capt O1
Captain - O1	\$40.27	\$40.87	\$41.49	\$42.11	\$42.74	30% Det Serg
Captain - N1	\$38.14	\$38.71	\$39.29	\$39.88	\$40.48	23% Det Serg
Detective Sergeant	\$30.02	\$30.62	\$31.23	\$32.17	\$32.81	

Note: Management positions based on 1.5% increase per year and Sergeant based on contract.

**Hourly Wage Based on Bargaining Unit Wage Increases (excludes VEBA and PTO):**

	Rate Per Hour Based on 2,080 Hours - Top Step on Scale					% above
	Current	12/29/18	12/31/19	12/26/20	12/31/21	
Chief Deputy	\$44.49	\$44.94	\$45.84	\$47.22	\$48.17	10% Capt O1
Captain - O1	\$40.27	\$40.67	\$41.48	\$42.74	\$43.59	33% Det Serg
Captain - N1	\$38.14	\$38.52	\$39.29	\$40.47	\$41.28	26% Det Serg
Detective Sergeant	\$30.02	\$30.62	\$31.23	\$32.17	\$32.81	

**Oneida County**  
**Compensation of Chief Deputy and Captains**  
**Fiscal Impact**

The following information does not include the additional Paid Time Off, a cost of \$6,000 plus a year:

	Step 14					% Increase over 4 years
	Current	12/29/18	12/31/19	12/26/20	12/31/21	
<b>General Wage Schedule 1.5% annual COLA Adjustment - Captains to O1</b>						
Chief Deputy - Grade Q1	92,546	93,934	95,343	96,773	98,225	6%
Captain - Grade N1	79,323	80,513	81,721	82,946	84,191	
Captain - Grade O1	83,759	85,015	86,291	87,585	88,899	12%
<b>Including VEBA</b>						
Chief Deputy - Grade Q1	92,546	96,439	97,911	99,404	101,028	9%
Captain - Grade N1	79,323	83,018	84,289	85,577	86,994	
Captain - Grade O1	83,759	87,520	88,859	90,216	91,702	16%
<b>Wages increases same as bargaining unit</b>						
Chief Deputy - Grade Q1	92,546	93,471	95,341	98,220	100,185	8%
Captain - Grade N1	79,323	80,116	81,719	84,186	85,870	
Captain - Grade O1	83,759	84,593	86,285	88,891	90,669	14%
<b>Wage increases same as bargaining unit including VEBA</b>						
Chief Deputy - Grade Q1	92,546	95,976	97,909	100,851	102,988	11%
Captain - Grade N1	79,323	82,621	84,287	86,817	88,673	
Captain - Grade O1	83,759	87,098	88,853	91,522	93,472	18%
<b>Wage increases based on 1.5% increase to wage schedule</b>						
Wage Schedule - Grade S	97,023	98,478	99,955	101,454	102,976	6%