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From: Milli McIntosh <[milli.mcintosh@simpson.kyschools.us](mailto:milli.mcintosh@simpson.kyschools.us)>  
Date: Thu, Apr 11, 2019 at 3:44 PM  
Subject: Revised Salary Analysis and Schedules 4.11.19

Research indicates that KY employers lose an average of \$5K per employee who exits before the 1 year mark. We continue to struggle to find and retain high-quality entry level employees. Our goal is to develop and implement strategies to revamp our district classified workforce to better meet the challenges we currently face.

In an effort to remain competitive in highly skilled positions and address the MSG Middle-Skills Gap (positions that require more than High School, but less than a college degree) we were approved along with other ad-hoc members to conduct a long term (3-6 months) study to obtain data and ultimately present a comparison analysis of current wages both for our maintenance department and our transportation mechanics positions. The study was extended to review both the superintendent's clerical position as well as all custodial positions. Specific areas reviewed were Maintenance, Mechanics (transportation), and Administrative Assistant to Superintendent, Custodian Lead & Standard Custodians and Technology Specialists. The study reviewed positions locally as well those within a 50-60 mile radius...results may result in possible adjustments to our current salary schedule for the upcoming school year.

**The Process:** Data was gathered utilizing GRREC salary schedules, GlassDoor and [salary.com](http://salary.com): *Glassdoor* is one of the world's largest job and recruiting sites. *Salary.com* is the leading consumer and enterprise resource for compensation data. It offers both HR-reported aggregate market pay data and traditional compensation survey data. The search extended in a 30-60 miles radius, also analyzed/reviewed national averages. Salary outliers were removed i.e. extreme lows and extreme highs. *See Spreadsheet*

## **\*Proposed Changes**

-Adjust custodian pay to reflect \$1.88 per lead and \$1.20 per custodian per hour

Create a district Wide Custodian slot (Goal: to eliminate current segmented positions... i.e. 2 hr slot and 1 hr slot) New district wide position's responsibility will include edge academy, Central Office (entire), Beasley House, Athletic facility and Bus Garage/Transportation.

- Restructure the pay for the following positions and recommend replacing the current Utility Specialists position with a Custodial Coordinator.

Operations Apprentice upgrade to Operations Utility Specialist

Rename Operations Facilities Specialist to Operations Specialists (2)

Replace current **Operations** Utility Specialist with Custodial Coordinator

(Goal is to streamline the Operations area to allow for specificity in areas of need i.e. custodial, maintenance, electrical, HVAC and operational...Revamp Operations Apprentice into Utility Specialist and Operations Facility Specialists to Operations Specialist: **Total Maintenance - approx. Cost \$23,000**

- -adjust Administrative Assistant to Superintendent's pay to include \$3K stipend for after hour services and Board Meetings...**Cost approx. \$3,000.00**
- -Update Transportation Mechanics' pay to reflect inconsistencies – **Costs approximate \$8,500.00**
- -Update Technology Specialists' pay to reflect inconsistencies – **Costs approx. \$9,800.00**

**Total Cost Savings (current) itemized below – Total District Savings \$130,000.00**

- **\$20,000 raw energy savings via summer change**
- **\$11,000 unused materials – mostly finish**
- **\$7000 across 3 year textile contract**
- **\$3800 in machine repairs**
- **\$33,000 in chemical reduction at current**
- **\$56,000 in HVAC**

Total Costs for Proposed changes as well as itemized is listed below. **Total district cost is \$100,600.00**

- Maintenance – approx. \$23,000
- Admin Assist – approx. \$3,000
- HR Generalist moved to HR Specialist - \$11,300
- Technology - approx. \$9,800
- Custodial - approx. \$45,000 – \$1.88 per lead and \$1.20 per custodian per hour
- Transportation – approx. \$8,500

The district is netting \$29,400.00 annually....Very conservative estimate. With possible productivity and efficiency gains, we may net even more!

In summary, our folks are doing a tremendous job of not only being good stewards of the tax payer's money but also by utilizing continuous process improvement efforts to improve products, services, and/or processes.

Our goal is to build a world-class workforce here within the confines of our walls. Let's position ourselves to attract and retain top talent by providing competitive wages.

My recommendation is to ask the board to consider approving the above mentioned requests. Questions, please feel free to contact me.

Respectfully,

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"Never regret a day in your life, good days give happiness; bad days experience, worst days give lessons and best days give memories"...UNKNOWN