



ADMINISTRATIVE SERVICES COMMITTEE MEETING

Meeting Date: September 24, 2024

Salary Differential for Richmond County Marshal's Assigned at AGS

Department:	Augusta Regional Airport
Presenter:	Herbert L. Judon, Jr., Airport Executive Director
Caption:	Motion to approve \$50,604 in annual salary differentials for Richmond County Marshal Deputies assigned to the Augusta Regional Airport (AGS). Approved by Augusta Aviation Commission on August 29, 2024.
Background:	<p>The Richmond County Marshal's Office has fifteen certified deputy positions assigned to the Augusta Regional Airport ("Airport Division"). These Marshal's primarily duties are to provide law enforcement support for the Airport's federal security program. All US commercial service Airports are mandated to have sworn officers to respond to certain incidents and with arrest authorities.</p> <p>The Airport is an excellent work environment. However, Deputies assigned at AGS have historically been disadvantaged, relative to compensation, to their peers in other divisions. For example, the Airport Division is the only division that operates 24/7; inclusive of nights, weekends, and holidays. Moreover, apart from the division commander, administrative sergeant, and the two K9 handlers, Airport deputies are not assigned take home vehicles. These differences have adversely impacted recruiting and retention.</p> <p>In an effort to relatively "level the playing field" we are proposing monetary incentives for Richmond County Deputies assigned at the Augusta Regional Airport.</p> <p>Part #1 of this action would implement a \$2,500 annual pay differential for all Airport Deputies for a total annualized cost of \$37,500.</p> <p>Part #2 would implement a \$1.00 per hour differential for the 6 deputies assigned to the night shift (6pm to 6am). These deputies work a total of 2,184 scheduled annual work hours. This would constitute an additional annualized cost of \$13,104.</p>

Analysis:	Although these proposed differentials don't completely equal the value of a take home vehicle and the quality of life associated with nights, weekends, and holidays, it goes a long way in closing the monetary gap (between divisions) and incentivizing these deputies who perform critical work at one of the region's most important assets (the Airport).
Financial Impact:	The differential pay is included in the 2025 Airport budget 551-08-1108 in the amount of \$58,450.00 to include benefits.
Alternatives:	N/A
Recommendation:	Approval of \$50,604 in annual salary differentials for Richmond County Marshal Deputies assigned to the Augusta Regional Airport (AGS).
Funds are available in the following accounts:	551101110-6021110
<u>REVIEWED AND APPROVED BY:</u>	N/A