

ROWAN COUNTY BOARD OF COMMISSIONERS

**RESOLUTION SUPPORTING A STEP PAY PLAN AND COMPRESSION RELIEF FOR
DIVISION OF JUVENILE JUSTICE AND DELINQUENCY PREVENTION STAFF**

WHEREAS, the Division of Juvenile Justice and Delinquency Prevention provides community supervision, case management and direct supervision of both juveniles in confinement and in the community; and

WHEREAS, the Division of Juvenile Justice and Delinquency Prevention provides short term secure confinement in Juvenile Detention Centers and long term commitment services in the State's Youth Development Centers; and

WHEREAS, the Division of Juvenile Justice and Delinquency Prevention provides community supervision and case management services for youth in the community within the Court Services section; and

WHEREAS, the overarching mission of the Division of Juvenile Justice and Delinquency Prevention and the local Juvenile Crime Prevention Council is to provide services and programming to ensure the protection of the community and rehabilitation of youth offenders; and

WHEREAS, Rowan County youth are ordered to attend Cabarrus Youth Development Center and Court Services in the city of Salisbury, the staff of both Cabarrus Youth Development Center and District 19 Court Services section along with other staff in the State of North Carolina have been passed over for pay increases that would recognize and reward the experienced staff, and make compensation more competitive as well as ensure qualified staff recruitment and retention; and

WHEREAS, more than half of Division of Juvenile Justice and Delinquency Prevention vacancies are facility positions and more than one-third of the vacancies are in juvenile court services; and

WHEREAS, salaries for entry-level, direct care, frontline staff start at \$35,400 which puts Division of Juvenile Justice and Delinquency Prevention at a competitive disadvantage for recruitment and retention of staff among other state and local agencies and the private sector; and

WHEREAS, compression salary increases for Division of Juvenile Justice and Delinquency Prevention facility staff were removed from the state's budget prior to final approval; and

WHEREAS, similar salary adjustments or increases WERE approved for Department of Public Safety staff in adult facilities and adult probation;

NOW, THEREFORE BE IT RESOLVED, that Rowan County Commissioners support instituting salary compression relief and a step pay plan to address recruitment and retention within the Division of Juvenile Justice and Delinquency Prevention in Rowan County and across the State of North Carolina to make positions competitive to assist in recruitment efforts and to ensure qualified staff are compensated adequately for years of experience for the purposes of retention.

Adopted this _____ day of _____, 2022.

Chairman, Rowan County Board of Commissioners

Clerk to the Board of County Commissioners