



Buncombe County Detention Facility

Presented by

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Hiring & Retention



Resignations

- January 1, 2021 to Present;
- **83** detention officers left the detention facility

Hiring

- January 1, 2021 to Present we have hired **64** officers

Detention Officer turnover rate is 125%



Critical Incidents Within The Facility



	2018	2019	2020	2021	2022
Assault on Staff	23	28	40	36	17
Detainee on Detainee Violence	87	84	42	58	17
Use of Force Incidents	36	50	54	41	19
Overdoses	0	4	2	4	1
Weapons found inside Facility (Found in housing units not coming into facility)	8	7	7	1	2
Suicide Attempt	50	31	37	44	10
Suicide	0	1	1	0	0



Salary Comparison

- **Buncombe County Detention:**

Current starting salary - \$19.14/hour

- **Guilford County** - \$19.55- \$27.38

additional incentives (education, military, language (Detention and Deputy are the same))

- **Union County** - \$21.20 - \$32.86

- **Haywood County**- \$19.80

- **Forsyth County** - \$19.75 - \$22.72

- **Mecklenburg County** – Starting Salary \$25.26

- **Alamance County** – Starting Salary \$24.47

- **Cabarrus County** - \$18.73 - \$21.55

- **Gaston County** - \$19.36 - \$28.58

- **Iredell County** – \$19.15- \$29.12

\$2,500 sign on bonus



Local Salary Comparable Rates

- Aldi- Shift Manager starts \$35k
- Walmart- Assistant Manager \$55K
- UPS Driver- \$22.25 per hour
- Target \$19 per hour



Salary and Proposal

Our Ask:

We are asking for an hourly pay increase for our detention officers; to include detention Sergeants and Lieutenants.

We believe making our wages more competitive within the detention facility, will increase our pool of applicants and address our perpetual staff shortage.



Salary increase cost estimates

Here are our estimates on salary increase cost

- | | |
|----------------------------|-------------|
| • \$3.00 per hour increase | \$864,083 |
| • \$5.00 per hour increase | \$1,079,585 |
| • \$7.00 per hour increase | \$1,553,617 |



These totals do not include the longevity pay



Other Facility shortages & solutions

- Forsyth County-increased pay
- Guilford County- Increased pay
- Mecklenburg County- proposed retention bonuses
- Alamance County- \$4k annual increase and \$4k annual stipend

- Detention centers across North Carolina are re-evaluating their compensation and are looking to increase base pay to attract more applicants and retain their current personnel.



Summary

Our priority is the immediate need of the Detention facility. Our Detention Officers deal with working conditions within detention that are unique to any other division.

A recent survey within the facility revealed that 56% of our detention staff does not feel their needs are being met financially.

(65% of staff participated in the survey)

