



Legislation Text

File #: 2017-059, Version: 1

TITLE

LAW ENFORCEMENT RANK STRUCTURE AND PAY GRADE REVISION PROPOSAL

SPONSOR

Sheriff BJ Barnes

BACKGROUND

The Sheriff's Office is currently having a major issue in the retention of Deputy Sheriffs and Detention Officers. The Sheriff's Office has observed an increase in employees leaving before the 2 year anniversary mark and also in later years of service just prior of the 10 year anniversary mark. The Sheriff's Office is proposing that a re-structure of the existing rank structure to give more steps of advancement between the beginning of an employee's career and actually moving into a supervisor position. The re-structure is specifically targeted around the 2 and 10 year anniversaries. Pay compression was also taken into account with the study, to give a percentage for each year that an employee has been in a position. The Sheriff's Office feels this hopefully will help with the retention problem, as well as, making it more competitive with other Law Enforcement Agencies.

BUDGET IMPACT

As of January 19, 2017 after merits were awarded the total annual amount of the re-structure is \$91,839.00. NO ADDITIONAL COUNTY DOLLARS REQUIRED

REQUESTED ACTION

Action required from the board is to approve the rank re-structure and pay grade of the employees, and the initial annual cost of \$91,839.00, and for it to be allocated to the Sheriff's Office budget from County Lapsed Salaries for FY 2016-17. Also have budget increase the salaries for the Sheriff's Office to reflect the re-structure for consecutive future budget years.