



## Legislation Details (With Text)

**File #:** 2017-059      **Version:** 1      **Name:**  
**Type:** Contract      **Status:** Passed  
**File created:** 2/12/2017      **In control:** Board of Commissioners  
**On agenda:** 2/23/2017      **Final action:**  
**Title:** LAW ENFORCEMENT RANK STRUCTURE AND PAY GRADE REVISION PROPOSAL  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. GCSO GCC Proposal Presentation revised.pdf

Date	Ver.	Action By	Action	Result
2/23/2017	1	Board of Commissioners		

### 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 and 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.