



## Legislation Text

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File #: 2017-059, Version: 1

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### **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.