

REVISED
11/06/19
(Revisions in italics)

TO: Board of Commissioners

FROM: Margaret McAvoy, County Administrator/Controller

DATE: November 6, 2019

RE: Segal Waters Classification and Compensation Study Administrator Controllers
Recommendations regarding Sheriff Office and Prosecutor Office

BACKGROUND

The Isabella County Board of Commissioners contracted with Segal Waters in 2016 for a classification and compensation study of all county and court employees. This Staff Report is regarding the Sheriff and Prosecutor Offices only. The results of the study were presented to the Board of Commissioners at their February 19, 2019 meeting with all proposed wage changes calculated utilizing 2019 pay grades.

After the presentation, the Board Chairman referred the study to the Finance Committee. The Finance Committee determined that they would invite Elected Officials, the Court and Department Heads to appear before the Committee with any input they wished to give regarding their portion of the study. The Committee also decided to invite the Court and Elected Officials to address the Committee prior to the Department Heads. I was instructed to provide the details of this decision to those involved and I emailed the Court, Elected Officials and Department Heads regarding the process for them to provide their input.

Sheriff Main and Prosecutor Barberi have both addressed the Committee regarding the study as it relates to their departments. Both the Sheriff and the Prosecutor have experienced continued difficulty attracting and retaining qualified candidates. The Sheriff has operated for at least the last year with less than fully staffed Deputy positions. The Prosecutor has had difficulty attracting attorneys to fill the Assistant Prosecuting Attorney positions. The Sheriff Office has had one long serving member of the Command Unit retire this year and others in that unit and the Deputies and Corrections units will soon be approaching retirement.

We, the Sheriff, the Prosecutor and I, have serious concerns about our current ability to attract qualified candidates.

Wages in the law enforcement agencies in our community have all outpaced the County for years. Not only does this affect recruitment, it is now also affecting retention. We have lost several Deputies to our partner agencies because of our inferior pay structure. While it is true that we offer excellent benefits, we can no longer rely on them to keep us competitive.

Both the Sheriff and the Prosecutor did an excellent job in representing their concerns to the Finance Committee and I do not wish to speak for them. However, I do want to point out that the Sheriff and the Prosecutor Offices represent the major law enforcement departments of the entire County. It is imperative that Public Safety be the first responsibility of public service and we must have highly qualified law enforcement and prosecutor professionals.

On October 29, 2019, the Finance Committee discussed and considered my recommendation of implementing the Segal Waters Study, except for those positions specifically omitted from the recommendation. The Committee requested that I supply them with information regarding total implementation, gradual implementation and staggered implementation. That analysis has been completed and will be provided to the Committee at the next Finance Committee meeting scheduled for November 14, 2019 at 10:00 a.m.

ALTERNATIVES

1. The County could choose to not implement the recommendations of the Segal Waters Study as it pertains to the Sheriff Office and the Prosecutors Office.
2. *The County could decide to implement the recommendations of the Segal Waters study as it pertains to the Sheriff Office and the Prosecutors Office as recommended, gradually or incrementally.*
3. *The County could decide to not implement the Segal Waters Study.*

FINANCIAL IMPACT

The initial impact will be \$464,255 to implement the recommendation as it pertains to the Sheriff Office and Prosecutors Office.

Revenue from March 2018 to date of the US Marshall Federal Inmate Housing Contract has been \$408,040. This is based on a current rate of \$40.00 per day per inmate, \$20.62 dollars per transport. Since the beginning of the contract, \$42,255.79 has been generated for transportation expenses including housing and mileage.

In Fiscal Year 2019, this contract generated \$122,960 more revenue than anticipated and budgeted.

As a result of the very positive recent inspection by the US Marshal Service we were informed that as a result of our jail personnel, cooperation and location, the Sheriff Office should be in a very positive position to negotiate a higher pay rate for the next contract period. This positive evaluation is directly related to the excellent work of the Sheriff Office personnel. It is anticipated that the future contract could generate plus or minus \$500,000.00 per year.

OTHER CONSIDERATIONS

The Assistant Jail Administrator position did not exist at the time of the Study. The Sheriff and I developed the Job Description and completed the classification documents of Job Description Questionnaire and Job Evaluation Manual together. We utilized the documents to make our recommendation on the salary of the position. The position is not on a Pay Grade. The job currently is paid at 88% of the Jail Administrator's salary. I recommend that the 88% differential remain.

I do not recommend that the Chief Jail Cook or the Prosecutor Office Receptionist positions be reclassified to a lower Pay Grade than currently held.

No changes to this section.

RECOMMENDATIONS

Consider implementing the Segal Waters Proposed Pay Grade and Annual Salary as recommended for the Prosecutors Office in its entirety, except for the Receptionist position Pay Grade recommendation. Consider implementing the Segal Waters Proposed Pay Grade and Annual Salary as recommended in the Segal Waters Study for the Sheriff Office as presented, except for the Chief Jail Cook recommendation to reclassify the position from a Nonunion Grade 08 to a Nonunion Grade 07, and for the Assistant Jail Administrator to receive 88% of the Jail Administrator Salary.

No change in this section.

ATTACHMENTS

Amended cost spreadsheets and implementation options will be provided at the Committee meeting.

Percentage Implementation: 100%, 85%, 90%, 95%

Prosecuting Attorney: 11/5/19

	Current		Proposed									
			Total Adjustment									
Proposed Job Title	Current Pay Grade	Annual Salary	Proposed Pay Grade	Annual Salary	@ 100%	Salary @ 85%	Adjustment	Salary @ 90%	Adjustment	Salary @ 95%	Adjustment	
Prosecuting Attorney	ELECTED EMPLOYEE	107,572	Elected, Appointed & Salary	117,812	10,240	100,140	0	106,031	0	111,921	4,458	
Chief Assistant Prosecuting Attorney	APPOINTED EMPLOYEE	76,778	Elected, Appointed & Salary	87,318	10,540	74,220	0	78,586	1,853	82,952	6,328	
Principal Trial Attorney	APPOINTED EMPLOYEE	68,118	Elected, Appointed & Salary	71,512	3,394	60,785	0	64,361	0	67,936	0	
Senior Assistant Prosecuting Attorney	NU SALARY GRADE 15	55,927	NU GRADE 16	61,660	5,733	52,411	0	55,494	0	58,577	2,716	
Assistant Prosecuting Attorney	NU SALARY GRADE 13	47,705	NU GRADE 15	54,065	6,360	45,955	0	48,659	977	51,362	3,748	
Assistant Prosecuting Attorney	NU SALARY GRADE 13	47,705	NU GRADE 15	54,065	6,360	45,955	0	48,659	977	51,362	3,748	
Administrative Manager	NU SALARY GRADE 10	38,902	NU GRADE 10	39,379	477	33,472	0	35,441	0	37,410	0	
Victims Rights Advocate	NU GRADE 9	39,554	NU GRADE 9	40,638	1,084	34,542	0	36,574	0	38,606	0	
Victims Rights Advocate	NU GRADE 9	36,825	NU GRADE 9	37,278	453	31,686	0	33,550	0	35,414	0	
Legal Secretary	NU GRADE 8	32,949	NU GRADE 8	33,353	404	28,350	0	30,017	0	31,685	0	
Legal Secretary	NU GRADE 8	38,219	NU GRADE 8	39,366	1,147	33,461	0	35,429	0	37,397	0	
Legal Secretary	NU GRADE 8	39,366	NU GRADE 8	39,366	0	0	0	0	0	0	0	
Legal Secretary	NU GRADE 8	39,366	NU GRADE 8	39,366	0	0	0	0	0	0	0	
Receptionist	NU GRADE 6	27,826	NU GRADE 5	26,026	0	0	0	0	0	0	0	
					Total Wages	\$	46,191	0	3,808		20,999	
					Total Benefits	\$	6,005	0	495		2,730	
					Grand Total	\$	52,196	\$0.00	\$	4,303	\$	23,729

Yearly Implementation: 100%, 75% / 25%, 33%

Prosecuting Attorney: 11/5/19

		Current				Proposed									
						75% / 25% over 2 years				33% over 3 years					
						Year 1	Year 1	Year 2	Year 2	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
Proposed Job Title	Current Pay Grade	Annual Salary	Proposed Pay Grade	Annual Salary	Total Adjustment @ 100%	Adjustment @ 75%	Annual Salary	Adjustment @ 25%	Annual Salary	Adjustment @ 33%	Annual Salary	Adjustment @ 33%	Annual Salary	Adjustment @ 33%	Annual Salary
Prosecuting Attorney	ELECTED EMPLOYEE	107,572	Elected, Appointed & Sal.	117,812	10,240	7,680	115,252	2,560	117,812	3,413	110,985	3,413	114,398	3,413	117,811
Chief Assistant Prosecuting Attorney	APPOINTED EMPLOYEE	76,778	Elected, Appointed & Sal.	87,318	10,540	7,905	84,683	2,635	87,318	3,513	80,291	3,513	83,804	3,513	87,317
Principal Trial Attorney	APPOINTED EMPLOYEE	68,118	Elected, Appointed & Sal.	71,512	3,394	2,546	70,664	849	71,512	1,131	69,249	1,131	70,380	1,131	71,512
Senior Assistant Prosecuting Attorney	NU SALARY GRADE 15	55,927	NU GRADE 16	61,660	5,733	4,300	60,227	1,433	61,660	1,911	57,838	1,911	59,749	1,911	61,659
Assistant Prosecuting Attorney	NU SALARY GRADE 13	47,705	NU GRADE 15	54,065	6,360	4,770	52,475	1,590	54,065	2,120	49,825	2,120	51,945	2,120	54,064
Assistant Prosecuting Attorney	NU SALARY GRADE 13	47,705	NU GRADE 15	54,065	6,360	4,770	52,475	1,590	54,065	2,120	49,825	2,120	51,945	2,120	54,064
Administrative Manager	NU SALARY GRADE 10	38,902	NU GRADE 10	39,379	477	358	39,260	119	39,379	159	39,061	159	39,220	159	39,379
Victims Rights Advocate	NU GRADE 9	39,554	NU GRADE 9	40,638	1,084	813	40,367	271	40,638	361	39,915	361	40,277	361	40,638
Victims Rights Advocate	NU GRADE 9	36,825	NU GRADE 9	37,278	453	340	37,165	113	37,278	151	36,976	151	37,127	151	37,278
Legal Secretary	NU GRADE 8	32,949	NU GRADE 8	33,353	404	303	33,252	101	33,353	135	33,084	135	33,218	135	33,353
Legal Secretary	NU GRADE 8	38,219	NU GRADE 8	39,366	1,147	860	39,079	287	39,366	382	38,601	382	38,983	382	39,365
Legal Secretary	NU GRADE 8	39,366	NU GRADE 8	39,366	0	0	0	0	0	0	0	0	0	0	0
Legal Secretary	NU GRADE 8	39,366	NU GRADE 8	39,366	0	0	0	0	0	0	0	0	0	0	0
Receptionist	NU GRADE 6	27,826	NU GRADE 5	26,026	0	0	0	0	0	0	0	0	0	0	0
					Total Wages	46,191	35,509	11,548		15,395	15,395	15,395		15,395	
					Total Benefits	6,005	4,616	1,501		2,001	2,001	2,001		2,001	
					Grand Total	\$ 52,196	\$40,126	\$ 13,049		\$ 17,397	\$ 17,397	\$ 17,397		\$ 17,397	

Percentage Implementation: 100%, 85%, 90%, 95%

Sheriff Office: 11/5/19

	Current		Proposed								
			Total Adjustment								
Proposed Job Title	Current Pay Grade	Annual Salary	Proposed Pay Grade	Annual Salary	@ 100%	Salary @ 85%	Adjustment	Salary @ 90%	Adjustment	Salary @ 95%	Adjustment
Sheriff	ELECTED EMPLOYEE	69,934	Elected, Appointed & Salary	96,486	26,552	82,013	12,079	86,837	16,903	91,662	21,728
Undersheriff	APPOINTED EMPLOYEE	66,490	Elected, Appointed & Salary	71,512	5,022	60,785	0	64,361	0	67,936	1,446
Jail Administrator	APPOINTED EMPLOYEE	62,348	Elected, Appointed & Salary	64,717	2,369	55,009	0	58,245	0	61,481	0
Assistant Jail Administrator	ASSISTANT JAIL ADMINISTRA	55,080	Elected, Appointed & Salary	56,951	1,871	48,408	0	51,256	0	54,103	0
Administrative Coordinator	NONUNION GRADE 9	43,997	NONUNION GRADE 10	46,478	2,481	39,506	0	41,830	0	44,154	157
Inmate Services Technician	NONUNION GRADE 5	10,405	NONUNION GRADE 6	11,271	866	9,580	0	10,144	0	10,707	302
Chief Jail Cook	NONUNION GRADE 8	39,366	NONUNION GRADE 7	35,229	0	29,945	0	31,706	0	33,468	0
Jail Cook	NONUNION GRADE 5	30,192	NONUNION GRADE 6	33,245	3,053	28,258	0	29,921	0	31,583	1,391
Jail Cook	NONUNION GRADE 2	8,294	NONUNION GRADE 6	11,083	2,789	9,420	1,126	9,974	1,680	10,528	2,234
Police Clerk	POLICE CLERK	36,323	POLICE CLERK	42,404	6,081	36,043	0	38,164	0	40,284	3,961
Police Clerk	POLICE CLERK	36,323	POLICE CLERK	42,404	6,081	36,043	0	38,164	0	40,284	3,961
Police Clerk	POLICE CLERK	30,810	POLICE CLERK	38,229	7,419	32,495	1,685	34,406	0	36,318	5,508
Police Clerk	POLICE CLERK	36,323	POLICE CLERK	42,404	6,081	36,043	0	38,164	1,840	40,284	3,961
Detective Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	55,664	0	58,938	0	62,213	1,955
Detective Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	55,664	0	58,938	0	62,213	1,955
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	55,664	0	58,938	0	62,213	1,955
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	55,664	0	58,938	0	62,213	1,955
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	55,664	0	58,938	0	62,213	1,955
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	55,664	0	58,938	0	62,213	1,955
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	50,363	1,984	53,326	4,947	56,288	7,909
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	50,363	0	53,326	578	56,288	3,540
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	50,363	0	53,326	578	56,288	3,540
Deputy Sheriff	SHERIFF DEPUTY	37,642	SHERIFF DEPUTY	45,966	8,324	39,071	1,429	41,369	3,728	43,668	6,026
Deputy Sheriff	SHERIFF DEPUTY	46,014	SHERIFF DEPUTY	56,594	10,580	48,105	2,091	50,935	4,921	53,764	7,750
Deputy Sheriff	SHERIFF DEPUTY	43,823	SHERIFF DEPUTY	53,937	10,114	45,846	2,023	48,543	4,720	51,240	7,417
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	50,363	1,984	53,326	4,947	56,288	7,909
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	50,363	0	53,326	578	56,288	3,540
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	50,363	0	53,326	578	56,288	3,540
Deputy Sheriff	SHERIFF DEPUTY	37,642	SHERIFF DEPUTY	45,966	8,324	39,071	1,429	41,369	3,727	43,668	6,026

Percentage Implementation: 100%, 85%, 90%, 95%

Sheriff Office: 11/5/19

	Current		Proposed								
			Total Adjustment								
Proposed Job Title	Current Pay Grade	Annual Salary	Proposed Pay Grade	Annual Salary	@ 100%	Salary @ 85%	Adjustment	Salary @ 90%	Adjustment	Salary @ 95%	Adjustment
Deputy Sheriff	SHERIFF DEPUTY	46,014	SHERIFF DEPUTY	56,594	10,580	48,105	2,091	50,935	4,921	53,764	7,750
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	50,363	1,984	53,326	4,947	56,288	7,909
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	50,363	1,984	53,326	4,947	56,288	7,909
Deputy Sheriff	SHERIFF DEPUTY	46,014	SHERIFF DEPUTY	56,594	10,580	48,105	2,091	50,935	4,921	53,764	7,750

Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	49,457	383	52,367	3,293	55,276	6,202
Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	49,457	383	52,367	3,293	55,276	6,202
Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	49,457	383	52,367	3,293	55,276	6,202
Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	49,457	383	52,367	3,293	55,276	6,202

Corrections Officer	CORRECTIONS OFFICER FT	37,080	CORRECTIONS OFFICER F	42,121	5,041	35,803	0	37,909	829	40,015	2,935
Corrections Officer	CORRECTIONS OFFICER FT	38,545	CORRECTIONS OFFICER F	44,392	5,847	37,733	0	39,953	1,408	42,172	3,627
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER F	51,206	6,593	43,525	0	46,085	1,473	48,646	4,033
Corrections Officer	CORRECTIONS OFFICER FT	38,545	CORRECTIONS OFFICER F	44,392	5,847	37,733	0	39,953	1,407	42,172	3,627
Corrections Officer	CORRECTIONS OFFICER FT	43,314	CORRECTIONS OFFICER F	51,206	7,892	43,525	0	46,085	2,771	48,646	5,332
Corrections Officer	CORRECTIONS OFFICER FT	37,080	CORRECTIONS OFFICER F	42,121	5,041	35,803	0	37,909	829	40,015	2,935
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER F	51,206	6,593	43,525	0	46,085	1,472	48,646	4,033
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER F	51,206	6,593	43,525	0	46,085	1,473	48,646	4,033
Corrections Officer	CORRECTIONS OFFICER FT	38,545	CORRECTIONS OFFICER F	44,392	5,847	37,733	0	39,953	1,408	42,172	3,627
Corrections Officer	CORRECTIONS OFFICER FT	41,662	CORRECTIONS OFFICER F	48,935	7,273	41,595	0	44,042	2,380	46,488	4,827
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER F	51,206	6,593	43,525	0	46,085	1,473	48,646	4,033
Corrections Officer	CORRECTIONS OFFICER FT	35,661	CORRECTIONS OFFICER F	39,849	4,188	33,872	0	35,864	203	37,857	2,196
Corrections Officer	CORRECTIONS OFFICER FT	40,073	CORRECTIONS OFFICER F	46,664	6,591	39,664	0	41,998	1,925	44,331	4,258
Corrections Officer	CORRECTIONS OFFICER FT	37,080	CORRECTIONS OFFICER F	42,121	5,041	35,803	0	37,909	829	40,015	2,935
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER F	51,206	6,593	43,525	0	46,085	1,473	48,646	4,033
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER F	51,206	6,593	43,525	0	46,085	1,473	48,646	4,033
Corrections Officer	CORRECTIONS OFFICER PT	6,651	CORRECTIONS OFFICER F	6,651	0	0	0	0	0	0	0

Total Wages	\$	364,654		35,515		105,455		230,201
Total Benefits	\$	47,405		4,617		13,709		29,926
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Grand Total	\$	412,059		\$ 40,132		\$ 119,164		\$ 260,127
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Yearly Implementation: 100%, 75% / 25%, 33%

Sheriff Office 11/5/19

	Current		Proposed												
						75% / 25% over 2 years				33% over 3 years					
					Total	Year 1	Year 1	Year 2	Year 2	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
Proposed Job Title	Current Pay Grade	Annual Salary	Proposed Pay Grade	Annual Salary	Adjustment @ 100%	Adjustment @ 75%	Annual Salary	Adjustment @ 25%	Annual Salary	Adjustment @ 33%	Annual Salary	Adjustment @ 33%	Annual Salary	Adjustment @ 33%	Annual Salary
Sheriff	ELECTED EMPLOYEE	69,934	Elected, Appointed & Sal.	96,486	26,552	19,914	89,848	6,638	96,486	8,850	78,784	8,850	87,634	8,850	96,483
Undersheriff	APPOINTED EMPLOYEE	66,490	Elected, Appointed & Sal.	71,512	5,022	3,767	70,257	1,256	71,512	1,674	68,164	1,674	69,838	1,674	71,511
Jail Administrator	APPOINTED EMPLOYEE	62,348	Elected, Appointed & Sal.	64,717	2,369	1,777	64,125	592	64,717	790	63,138	790	63,927	790	64,717
Assistant Jail Administrator	ASSISTANT JAIL ADMINISTRA	55,080	Elected, Appointed & Sal.	56,951	1,871	1,403	56,483	468	56,951	624	55,704	624	56,327	624	56,951
Administrative Coordinator	NONUNION GRADE 9	43,997	NONUNION GRADE 10	46,478	2,481	1,861	45,858	620	46,478	827	44,824	827	45,651	827	46,478
Inmate Services Technician	NONUNION GRADE 5	10,405	NONUNION GRADE 6	11,271	866	649	11,055	216	11,271	289	10,694	289	10,982	289	11,271
Chief Jail Cook	NONUNION GRADE 8	39,366	NONUNION GRADE 7	35,229	0	0	0	0	0	0	0	0	0	0	0
Jail Cook	NONUNION GRADE 5	30,192	NONUNION GRADE 6	33,245	3,053	2,290	32,482	763	33,245	1,017	31,210	1,017	32,227	1,017	33,245
Jail Cook	NONUNION GRADE 2	8,294	NONUNION GRADE 6	11,083	2,789	2,091	10,385	697	11,083	929	9,223	929	10,153	929	11,082
Police Clerk	POLICE CLERK	36,323	POLICE CLERK	42,404	6,081	4,561	40,884	1,520	42,404	2,027	38,350	2,027	40,377	2,027	42,403
Police Clerk	POLICE CLERK	36,323	POLICE CLERK	42,404	6,081	4,561	40,884	1,520	42,404	2,027	38,350	2,027	40,377	2,027	42,403
Police Clerk	POLICE CLERK	30,810	POLICE CLERK	38,229	7,419	5,564	36,374	1,855	38,229	2,473	33,283	2,473	35,756	2,473	38,228
Police Clerk	POLICE CLERK	36,323	POLICE CLERK	42,404	6,081	4,561	40,884	1,520	42,404	2,027	38,350	2,027	40,377	2,027	42,403
Detective Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	3,922	64,180	1,307	65,487	1,743	62,001	1,743	63,744	1,743	65,487
Detective Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	3,922	64,180	1,307	65,487	1,743	62,001	1,743	63,744	1,743	65,487
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	3,922	64,180	1,307	65,487	1,743	62,001	1,743	63,744	1,743	65,487
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	3,922	64,180	1,307	65,487	1,743	62,001	1,743	63,744	1,743	65,487
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	3,922	64,180	1,307	65,487	1,743	62,001	1,743	63,744	1,743	65,487
Sergeant	COMMAND	60,258	COMMAND	65,487	5,230	3,922	64,180	1,307	65,487	1,743	62,001	1,743	63,744	1,743	65,487
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	8,154	56,533	2,718	59,251	3,624	52,003	3,624	55,626	3,624	59,250
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	4,877	57,625	1,626	59,251	2,167	54,915	2,167	57,083	2,167	59,250
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	4,877	57,625	1,626	59,251	2,167	54,915	2,167	57,083	2,167	59,250
Deputy Sheriff	SHERIFF DEPUTY	37,642	SHERIFF DEPUTY	45,966	8,324	6,243	43,885	2,081	45,966	2,774	40,416	2,774	43,191	2,774	45,965
Deputy Sheriff	SHERIFF DEPUTY	46,014	SHERIFF DEPUTY	56,594	10,580	7,935	53,949	2,645	56,594	3,526	49,540	3,526	53,067	3,526	56,593
Deputy Sheriff	SHERIFF DEPUTY	43,823	SHERIFF DEPUTY	53,937	10,114	7,586	51,409	2,529	53,937	3,371	47,194	3,371	50,565	3,371	53,936
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	8,154	56,533	2,718	59,251	3,624	52,003	3,624	55,626	3,624	59,250
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	4,877	57,625	1,626	59,251	2,167	54,915	2,167	57,083	2,167	59,250
Deputy Sheriff	SHERIFF DEPUTY	52,748	SHERIFF DEPUTY	59,251	6,503	4,877	57,625	1,626	59,251	2,167	54,915	2,167	57,083	2,167	59,250
Deputy Sheriff	SHERIFF DEPUTY	37,642	SHERIFF DEPUTY	45,966	8,324	6,243	43,885	2,081	45,966	2,774	40,416	2,774	43,191	2,774	45,965

Yearly Implementation: 100%, 75% / 25%, 33%

Sheriff Office 11/5/19

	Current		Proposed												
						75% / 25% over 2 years				33% over 3 years					
		Total				Year 1	Year 1	Year 2	Year 2	Year 1	Year 1	Year 2	Year 2	Year 3	Year 3
Proposed Job Title	Current Pay Grade	Annual Salary	Proposed Pay Grade	Annual Salary	Adjustment @ 100%	Adjustment @ 75%	Annual Salary	Adjustment @ 25%	Annual Salary	Adjustment @ 33%	Annual Salary	Adjustment @ 33%	Annual Salary	Adjustment @ 33%	Annual Salary
Deputy Sheriff	SHERIFF DEPUTY	46,014	SHERIFF DEPUTY	56,594	10,580	7,935	53,949	2,645	56,594	3,526	49,540	3,526	53,067	3,526	56,593
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	8,154	56,533	2,718	59,251	3,624	52,003	3,624	55,626	3,624	59,250
Deputy Sheriff	SHERIFF DEPUTY	48,379	SHERIFF DEPUTY	59,251	10,872	8,154	56,533	2,718	59,251	3,624	52,003	3,624	55,626	3,624	59,250
Deputy Sheriff	SHERIFF DEPUTY	46,014	SHERIFF DEPUTY	56,594	10,580	7,935	53,949	2,645	56,594	3,526	49,540	3,526	53,067	3,526	56,593

Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	6,833	55,907	2,278	58,185	3,037	52,111	3,037	55,147	3,037	58,184
Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	6,833	55,907	2,278	58,185	3,037	52,111	3,037	55,147	3,037	58,184
Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	6,833	55,907	2,278	58,185	3,037	52,111	3,037	55,147	3,037	58,184
Corrections Sergeant	CORRECTIONS SARGENT	49,074	CORRECTIONS SARGENT	58,185	9,111	6,833	55,907	2,278	58,185	3,037	52,111	3,037	55,147	3,037	58,184

Corrections Officer	CORRECTIONS OFFICER FT	37,080	CORRECTIONS OFFICER	42,121	5,041	3,781	40,861	1,260	42,121	1,680	38,760	1,680	40,440	1,680	42,120
Corrections Officer	CORRECTIONS OFFICER FT	38,545	CORRECTIONS OFFICER	44,392	5,847	4,385	42,930	1,462	44,392	1,949	40,494	1,949	42,443	1,949	44,391
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER	51,206	6,593	4,945	49,558	1,648	51,206	2,198	46,810	2,198	49,008	2,198	51,205
Corrections Officer	CORRECTIONS OFFICER FT	38,545	CORRECTIONS OFFICER	44,392	5,847	4,385	42,930	1,462	44,392	1,949	40,494	1,949	42,443	1,949	44,391
Corrections Officer	CORRECTIONS OFFICER FT	43,314	CORRECTIONS OFFICER	51,206	7,892	5,919	49,233	1,973	51,206	2,630	45,944	2,630	48,575	2,630	51,205
Corrections Officer	CORRECTIONS OFFICER FT	37,080	CORRECTIONS OFFICER	42,121	5,041	3,781	40,861	1,260	42,121	1,680	38,760	1,680	40,440	1,680	42,120
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER	51,206	6,593	4,945	49,558	1,648	51,206	2,197	46,810	2,197	49,008	2,197	51,205
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER	51,206	6,593	4,945	49,558	1,648	51,206	2,198	46,810	2,198	49,008	2,198	51,205
Corrections Officer	CORRECTIONS OFFICER FT	38,545	CORRECTIONS OFFICER	44,392	5,847	4,385	42,930	1,462	44,392	1,949	40,494	1,949	42,443	1,949	44,391
Corrections Officer	CORRECTIONS OFFICER FT	41,662	CORRECTIONS OFFICER	48,935	7,273	5,455	47,117	1,818	48,935	2,424	44,086	2,424	46,510	2,424	48,934
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER	51,206	6,593	4,945	49,558	1,648	51,206	2,198	46,810	2,198	49,008	2,198	51,205
Corrections Officer	CORRECTIONS OFFICER FT	35,661	CORRECTIONS OFFICER	39,849	4,188	3,141	38,802	1,047	39,849	1,396	37,057	1,396	38,453	1,396	39,849
Corrections Officer	CORRECTIONS OFFICER FT	40,073	CORRECTIONS OFFICER	46,664	6,591	4,943	45,016	1,648	46,664	2,197	42,270	2,197	44,467	2,197	46,663
Corrections Officer	CORRECTIONS OFFICER FT	37,080	CORRECTIONS OFFICER	42,121	5,041	3,781	40,861	1,260	42,121	1,680	38,760	1,680	40,440	1,680	42,120
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER	51,206	6,593	4,945	49,558	1,648	51,206	2,198	46,810	2,198	49,008	2,198	51,205
Corrections Officer	CORRECTIONS OFFICER FT	44,613	CORRECTIONS OFFICER	51,206	6,593	4,945	49,558	1,648	51,206	2,198	46,810	2,198	49,008	2,198	51,205
Corrections Officer	CORRECTIONS OFFICER PT	6,651	CORRECTIONS OFFICER	6,651	0	0	0	0	0	0	0	0	0	0	0

Total Wages	364,654	273,491	91,164	121,539	121,539	121,539
Total Benefits	47,405	35,554	11,851	15,800	15,800	15,800
Grand Total	\$ 412,059	\$309,044	\$ 103,015	\$ 137,339	\$ 137,339	\$ 137,339