



**Summary of Commissioners Court Actions
as of December 2004
Regarding Sheriff's Deputies Salary and Benefits**

Commissioners Court has taken action on several pay, benefit, and staffing issues over the last six years for Sheriff's Office Uniformed Employees. These actions are summarized as follows:

- **FY 1998-99 \$2.3 million ***
 - Implement two-tier pay plan
 - All uniformed officers to new pay plan or up 4.7%, whichever is higher
 - Law Enforcement Officer starting pay up 26% to \$24,480 annual

- **FY 1999-00 \$3.1 million**
 - Implement Sheriff's Office Uniformed Employee Step Pay Plan (known as Table 5)

- **FY 2000-01 \$1.3 million**
 - Earn step increases on anniversary date

- **FY 2001-02 \$5.2 million Increase to Step Pay Plan**

- **FY 2002-03 \$625,000 for Step Increases**

- **FY 2003-04 Several Initiatives in Adopted Budget**

○ Authorized 40 Deputy Sheriff – Detention positions	\$1,300,000
○ Step Increases to Detention and Law Enforcement	\$ 650,000
○ Adjust Step Pay Plan for Law Enforcement Tier	\$ 272,000
○ Approved enhancements to County retirement plan -	\$ 122,000
▪ 20 year Retirement Eligibility	
Detention	\$ 41,000
Law Enforcement	\$ 27,000
All Others	<u>\$ 168,000</u>
	\$ 236,000
• Partial Lump Sum Payment	
Detention	\$ 33,000
Law Enforcement	\$ 21,000
All Others	<u>\$ 137,000</u>
	\$ 191,000
County total \$427,000 - Sheriff's Office Portion	\$ 122,000

Summary of Commissioners Court Actions Regarding Sheriff's Deputies Salary and Benefits (continued)

- **Other FY 2003-04 Additions to Adopted Budget - \$1.9 million**
 - Shift Differential for Detention \$ 318,200
 - Shift Differential for Law Enforcement \$ 76,700
 - Lump Sum Payment for Detention \$ 561,000
 - Lump Sum Payment for Law Enforcement \$ 257,000
 - Law Enforcement Clothing Allowance \$ 92,000
 - Overtime for Detention \$ 600,000
 - \$1,904,900

- **FY 2004-05 \$5.7 million Increase to Step Pay Plan**
 - Detention Tier \$3,390,000
 - Law Enforcement Tier \$1,900,000
 - Step Increases – Both Tiers Combined \$ 426,000
 - \$5,716,000
 - *First Year Detention Officer Pay Up to \$27,000 annual*
 - *Law Enforcement Officer Starting Pay Up to \$31,500 annual*

*Note: The cumulative effect of increases to the Sheriff's Office Uniformed Employees base pay since FY 1999-00 is over \$57 million. Allocations to the pay plan that increase base pay such as creating or adjusting the Step Pay Plan, or authorizing step increases, become part of the permanent budget in the following years and have a cumulative effect. For example, the Court established the Step Pay Plan in FY 1999-00 at a cost of \$3.1 million to increase base pay. The following year, the \$3.1 million increase remained part of the budget and an additional \$1.3 million was authorized on top of it for a total investment in the Step Pay Plan for the first two years of \$7.5 million (first year \$3.1M plus continue \$3.1M for second year and add an additional \$1.3M). This cumulative effect continues through all years with the exception of the lump sum or one-time payments approved for FY 2003-04. The lump sum payments did not carry over to the following year.