

LSO Captains

Salary 2022

In August of 2021 the Lancaster County Sheriff's Office Captains received a 2.75 % cost of living raise which brought the three topped out Captains to a total salary of \$119,600 and the two newer Captains to \$117,750. At this same time a topped-out Lincoln Police Department Captain was earning \$125,157.76.

In August of 2021 a topped-out Sergeant earned a yearly amount of \$92,813.76 (No overtime calculated). The difference between a topped-out Sergeant and Captain was \$26,786.24

In August of 2022 a topped-out Sergeant will earn \$107,199.89 (No overtime calculated). To continue the difference of \$26,786.24 a topped-out Captain will need to earn \$133,986.89.

In calculating the current percentage difference between the sergeants and captains in pay, it comes out to be 28.86%. With the Sergeants base pay in August 22 of \$107,199.89 a 28.86% difference would calculate to be \$138,136.63 for the captains to keep the same percentage spread.

Because of the Sergeants salary increase, their OT compensation will also increase. In calculating the average amount of overtime earned by a Patrol Division Sergeant in the contract year of 2022-23 the average sergeant will earn approximately \$124,607.07. This will increase up to \$128,245.24 in contract year 2023-24.

Captains are subject to phone calls and being call out 24/7. The Patrol Captain and Criminal Captain receive numerous calls during off duty hours, and one or both routinely respond to major incidents no matter when they occur. Captains are also commanders of specialty units, which includes T.R.U., Crash Team, Field Force, Crime Scene Techs, Officer involved Shooting (OSI) Team, and unmanned aircraft unit.

For the above reasons, I recommend an immediate pay raise for the captains at \$137,000.

Additional/Changes Benefits to Resolution NO R-15-0029

The County shall provide an allowance of one hundred dollars (\$100.00) per month to be paid to the Criminal Captain for the purpose of purchasing, maintaining and cleaning civilian attire. Payment shall be made in September and March of each year.

LIFE. The County will pay the full premium on \$60,000 group term life insurance coverage for the employee. Additional coverage and dependent coverage may be purchased, and the employee will pay one hundred percent (100%) of the monthly premium

HEALTH. The County shall maintain a group health insurance policy. The County shall have the sole discretion to contract with one or more carriers on any terms of the coverage.

The County shall contribute Ninety-Five Percent (95%) of the monthly cost of single coverage.

The County shall contribute Eighty-Five Percent (85%) of the monthly cost of employee plus child(ren) and employee plus spouse coverage.

The County shall contribute Eighty-Five Percent (85%) of the monthly cost of family coverage.

DENTAL. The County will pay one hundred percent (100%) of the monthly premium for Dental Insurance for single coverage.

The County will pay eighty percent (80%) of the monthly premium for Dental Insurance. The employee will pay the remaining twenty percent (20%) of the premium. This applies to employee plus child(ren), employee plus spouse and family coverages.

HEALTH CARE FOR SURVIVING FAMILIES.

In the event that an employee is killed in the line of duty, the employee's legal dependents may continue specific insurance coverages at the County subsidized employee cost, for the health or dental plan in which the employee was enrolled, provided those legal dependents were enrolled in coverage prior to the employee's death for a period of up to 36 months as provided by COBRA.

Uniforms and equipment

The County shall provide all authorized law enforcement equipment for uniformed and non-uniformed employees. Such equipment shall be purchased and owned by the County.

Holidays

Juneteenth

Vacation Pay Out

Once during a fiscal year, a Captain may request a payout from their vacation bank. The captain must maintain a minimum of 100 hours of vacation in their bank after the payout