

PAY ADJUSTMENT CONSIDERATIONS SHERIFF

FACTS:

Deputy Sheriff - Sergeant pay:

2020: \$32,585 – \$44,622 (\$67,776.80 - \$92,813.76)

2021: \$35,844 - \$49,084 (\$74,555.52 - \$102,094.72)

Deputy Sheriff - Captain pay:

2020: \$42,540 - \$55,976 (\$88,483.20 - \$116,430.08)

2021: \$43,710 - \$57,515 (\$90,916.80 - \$119,631.20)

The percent and dollar amount between Sergeant maximum and Captain maximum:

2020: 25.44% (\$11,354)

2021: 17.18% (\$8,431)

OPTIONS:

OPTION 1: Do nothing.

Percent between Sergeant maximum and Captain maximum would remain at 17.18%.

OPTION 2: Restore the percent between Sergeant maximum and Captain maximum to approximately 25.44% by giving a 7% increase to the Captain pay plan.

New range: \$46,770 - \$61,541 (\$97,281.60 - \$128,005.28)

COST: \$41,614

OPTION 3: Follow Chief Deputy Houchin's proposal. The percent between Sergeant maximum and Captain maximum would be 34.19%.

New range: \$59,159 - \$65,866 (\$123,050.72 - \$137,001.28)

COST: \$86,840

Other salary considerations:

Lincoln Police Department Captain: \$102,000 - \$125,158

County Sheriff: \$68,577 (\$142,640)

Chief Deputy Sheriff: \$65,148 (\$135,508)

Corrections Director: \$62,655 (\$130,322)

BENEFIT ADJUSTMENT CONSIDERATIONS SHERIFF

LIFE INSURANCE

FACTS:

Deputy Sheriff – Captains receive \$30,000.

MSS and Elected Officials receive \$50,000.

Chief Deputy Houchin has requested that the Captains increase to \$60,000.

OPTIONS:

OPTION 1: Increase Captains to \$50,000.

COST: \$206.40 (total annual cost)

OPTION 2: Increase Captains to \$60,000.

COST: \$309.60 (total annual cost)

OPTION 3: Increase Captains, MSS and Elected to \$60,000.

COST: \$2,910.24 (total annual cost)

VACATION PAY OUT

FACTS:

Currently the County does not offer vacation pay out to employee groups.

Chief Deputy Houchin proposed a vacation pay out where the Captains must maintain a minimum of 100 hours of vacation in their bank.

OPTIONS:

OPTION 1: Do nothing.

OPTION 2: Offer vacation pay out to Captains.

COST: \$26,335 (using actual vacation leave balances and current rate of pay)

OPTION 3: Offer vacation pay out to all Unclassified employees.

COST: \$349,887 (using actual vacation leave balances and current rate of pay)

UNIFORM ALLOWANCE

FACTS:

Increase uniform allowance from \$50 to \$100 per month to be pair to the Criminal Captain.

OPTIONS:

OPTION 1: Do nothing.

OPTION 2: Increase the uniform allowance.

COST: \$600