



## Board Summary Report

**Date:** February 11, 2020

**To:** Board of County Commissioners

**From:** Patrick L. Hernandez – Human Resources Director  
Dusty Sash – Manager, Total Compensation

**Subject:** Sheriff's Office Specialty Pay

### Request and Recommendation

The purpose of this study session is to seek approval for a few changes being requested by the Sheriff's Office on the Specialty Pay practice.

### Background

The BoCC approved changes to the Sheriff's Office Specialty Pay during the 2020 Total Compensation proposal on August 13, 2019. These changes included increasing the annual payment for Tier 2 from \$1200 to \$1760 and increasing the annual payment for Tier 3 from \$2400 to \$3951 to represent the 75<sup>th</sup> percentile of the market. Adding ten individuals who are Explorer Advisors to Tier 1 bringing the total approved headcount for this tier to 28 and adding 3 individuals who would represent the County as a Mounted Unit bringing the total approved headcount for this tier to 71. Tier 3 remained at 38 approved headcount as we did not ask for additions in headcount to this tier.

### Discussion

Following the Study Session on the Mounted Unit's Supplemental Pay on February 3, 2020, the Sheriff's Office would like to move the three individuals in the Mounted Unit from Tier 2 to Tier 1. This would be a reduction of expense of \$4,062.90 (benefit loaded).

During an Audit of the program at the new year, it was discovered that four individuals specializing as Traffic Reconstructionist were receiving Tier 2 payments and were included in the approved headcount of 71 individuals, however, we had not had their specialty on the list of specialties that were included to receive Specialty Pay. These individuals have been receiving the payment for at least 4 years and it is clear the intention was to include them. There would be no cost to this edit.

The Sheriff's office would like to look at this practice, overall, in the future as their business fluctuates and a defined number of individuals per tier can restrict the flexibility the S.O. would like to exercise here. However, pending that discussion, Glenn Thompson would like to add one individual to Tier 3 for a total of 39 in 2020 as he has an additional Deputy on the Bomb Squad

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that was not anticipated in June of 2019 when we were preparing for 2020. This cost would be \$4,612.79 (benefit loaded).

**Fiscal Impact**

The total net increase to this compensation practice for 2020 would be \$549.89 and the Sheriff's Office can absorb that into their overall budget.

**Direction Requested**

The Commissioners are asked to approve the

- Moving of the three Mounted Unit from Tier 2 to Tier 1 making the approved headcount for Tier 1 at 31 and for Tier 2 at 68
- The addition of the Traffic Reconstructionist to the approved list of specialties that are eligible for the pay
- The increase of the approved headcount for Tier 3 from 38 to 39.

**Reviewed By**

Finance Department  
County Attorney's Office