

Agenda

Board of Commissioners of Spalding County

Work Session

February 20, 2017

10:00 AM

119 E. Solomon St., Meeting Room 108

A. Call to Order

Invocation

Pledge to the Flag

B. Agenda Items

1. Discussion of compensation issues.

C. Adjournment



SPALDING COUNTY BOARD OF COMMISSIONERS Sheriff's Department Salary Request

Requesting Agency

County Manager

Requested Action

Discussion of compensation issues.

Requirement for Board Action

Is this Item Goal Related?

Summary and Background

Fiscal Impact / Funding Source

STAFF RECOMMENDATION

n/a

ATTACHMENTS:

| Description | Upload Date | Type |
|---|-------------|-----------------|
| <input type="checkbox"/> Sheriff Dix request | 2/17/2017 | Backup Material |
| <input type="checkbox"/> Sheriff's Department Step 6 Versus Hiring Rate | 2/14/2017 | Backup Material |
| <input type="checkbox"/> Command Staff Comparison | 2/15/2017 | Backup Material |
| <input type="checkbox"/> Deputy Sheriff Comparison by HR | 2/17/2017 | Backup Material |

The staff deputies that were hired on January 1, 2017 and their qualifications:

Chief Deputy Tony Thomason

- 24 years of law enforcement experience
- P.O.S.T. (Peace Officer Standards & Training) Executive Certification
- P.O.S.T. Management Certification
- P.O.S.T. Instructor
- SWAT Master Operator/Instructor
- Master of Public Administration Columbus State University
- Bachelor of Arts, Saint Leo University
- Georgia Law Enforcement Command College
- Federal Bureau of Investigation Leadership Training, Atlanta, GA
- Adjunct Instructor Columbus State University/Professional Management Program specializing in Internal Affairs
- Experience in Uniform Patrol, Criminal and Narcotics Investigations

Captain Dwayne Jones

- 28 years of law enforcement experience
- P.O.S.T. Management Certification
- P.O.S.T. Instructor
- Master of Public Administration, Columbus State University Columbus, GA
- Bachelor of Science, Mercer University
- Federal Bureau of Investigation National Academy, Quantico, VA
- Georgia Law Enforcement Command College, Columbus, GA
- Adjunct Instructor Columbus State University/Professional Management Program specializing in Performance Appraisals/Evaluation and Essential Skills for Management
- Experience in Uniform Patrol, Criminal Investigations, Public Information Officer and Administration/Budgeting
- USAF veteran

Lieutenant Todd Harris

- 27 years of law enforcement experience
 - Professional Management Program of the Georgia Law Enforcement Command College
 - SWAT Operator
 - Experience in Uniform Patrol/School Resource Officer and Criminal Investigations/Narcotics

Sergeant Michael Morris

- 19 years of law enforcement experience
- Supervisory Certification GA P.O.S.T., Instructor, Field Training Officer, SWAT Certification
- Currently attending the Professional Management Program of the Georgia Law Enforcement Command College
- Experience in Uniform Patrol, Criminal Investigations/Narcotics, former K-9 Handler

Adjusted salary recommendations:

| | |
|--------------------------------------|-------------|
| Tony Thomason | |
| Current Salary Pay Grade 38, Step 6, | \$61,588 |
| Recommended increase to Step 12, | \$71,429 |
| Dwayne Jones | |
| Current Salary Pay Grade 30, Step 6 | \$52,217.38 |
| Recommended Increase to Step 14 | \$63,622.00 |
| Todd Harris | |
| Current Salary Pay Grade 24, Step 6 | \$45,186.00 |
| Recommended Increase to Step 12 | \$56,431.00 |
| Michael Morris | |
| Current Salary Pay Grade 22, Step 6 | \$42,842.00 |
| Recommended Increase to Step 12 | \$49,685.00 |

Supporting Documents

Currently the City of Griffin (COG) is staffed at 88 officers with a starting salary of \$37,433. A sign-on bonus of \$1,500 is offered with a 2 year contract.

The Captain salary for the COG is set at \$70,378

They currently do not have a Deputy Chief/Major. From Captain to Deputy/Assistant Chief with a 10% increase, a minimum salary of \$77,415.80 could be expected.

A Lieutenant with the COG has a salary ranging from \$61,255 to \$64,224.00.

A Sergeant with the COG has a range of \$53,089 to \$47,263.

Proposals

I am asking that Chief Deputy Thomason's salary be raised to \$71,429. This amount is \$2,468 lower than a comparable salary at COG

I am asking that Captain Dwayne Jones' salary be adjusted to \$63,622. This amount is \$6,756 lower than a comparable salary of \$70,378 at the COG

I am asking that Todd Harris salary be adjusted to \$56,431.00. This is \$8,853 under that lowest paid lieutenant with the COG.

I am asking that Michael Morris' salary be increased from \$42,842 to \$49,685.

This is slightly higher than the lowest paid sergeant but \$3,404 lower than the highest paid sergeant with the City.

The City of Griffin Police employs a staff of 105. The Spalding County Sheriff's Office currently has a staff of 183 employees.

In looking at salary ranges from a surrounding county that is recruiting our deputies we found the following salary ranges depending on experience/credentials:

Coweta County Sheriff's Office

| | |
|--------------------|--------------------|
| Chief Deputy | \$76,310-\$118,281 |
| Captain | \$53,796-\$83,383 |
| Lieutenant | \$47,878-\$74,211 |
| Sergeant | \$45,168-\$70,010 |
| Deputy (Certified) | \$40,199-\$62,309 |

The City of Thomaston Police Department is proposing a starting salary of \$37,500 with incentives for experience and certifications up to an additional \$4,000 annually.

| Step 6 vs. Hiring Rate | | | | | | | Annual |
|------------------------|--------------|----------|--------------|--------------|--|--|-------------|
| | | | Step 6 | Hiring Rate | | | Increase |
| Tony Thomason | Chief Deputy | Grade 38 | \$61,593.00 | \$53,111.00 | | | \$8,482.00 |
| Dwayne Jones | Captain | Grade 30 | \$52,216.00 | \$45,026.00 | | | \$7,190.00 |
| Todd Harris | Lieutenant | Grade 24 | \$45,186.00 | \$38,965.00 | | | \$6,221.00 |
| Michael Morris | Sergeant | Grade 22 | \$42,843.00 | \$36,943.00 | | | \$5,900.00 |
| | | | | | | | |
| | | | \$201,838.00 | \$174,045.00 | | | \$27,793.00 |
| | | | | | | | |
| | | | | | | | |

| Command Staff | | 2016 | | | 2017 | | |
|-------------------------------------|--|--------------------|-------------|-----------|--------------------|--------------|-----------|
| | | | | | | | |
| Administration | | | | | | | |
| | | Laurie Littlejohn | Captain | \$50,944 | Tony Thomason | Chief Deputy | \$61,593 |
| | | | | | Dwayne Jones | Captain | \$52,216 |
| | | | | | | | |
| Warrants | | | | | | | |
| | | Keith Duncan | Captain | \$63,622 | Keith Duncan | Captain | \$63,622 |
| | | | | | Joe Peavy | Lieutenant | \$53,712 |
| CID | | | | | | | |
| | | Tony Ranieri | Captain | \$63,622 | Frank Clark | Lieutenant | \$41,954 |
| | | | | | Todd Harris | Lieutenant | \$45,186 |
| Uniform Patrol | | | | | | | |
| | | Jeff Eidson | Captain | \$50,944 | Jeff Eidson | Captain | \$50,944 |
| | | | | | John Corley | Lieutenant | \$53,712 |
| Detention | | | | | | | |
| | | Ron Buchanan | Jail Admin | \$55,517 | Robert Sowell | Jail Admin | \$56,905 |
| | | Camareka Yarbrough | Lieutenant | \$45,186 | Camareka Yarbrough | Lieutenant | \$45,186 |
| | | | | | | | |
| Narcotics | | | | | | | |
| | | Gilles Lalumiere | Captain | \$48,489 | Gilles Lalumiere | Captain | \$48,489 |
| | | | | | | | |
| Total Command Staff Salaries | | | 2016 | \$378,324 | | 2017 | \$573,519 |
| | | | | | | | |
| Difference of | | \$195,195.00 | | | | | |
| | | | | | | | |
| | | | | | | | |

Quick Survey of Selected Cities & Counties

- Clayton County
 - Police Officer I (non-certified) – \$38,657 minimum
 - Police Officer II (certified) – \$40,626 minimum
- Henry County
 - Police Officer – \$36,524 minimum
- Fayette County
 - Deputy Sheriff – \$38,609 minimum, \$58,749 maximum
- City of Griffin
 - Police Officer – \$34,618 minimum, \$51,927 maximum
- Coweta County
 - Deputy Sheriff – \$40,199 minimum, \$62,309 maximum
- Pike County
 - Deputy Sheriff (non-certified) – \$29,784 minimum
 - Generally hire non-certified & send to training to become certified
- Upson County
 - Deputy Sheriff – \$14.88/hour minimum, \$15.06/hour maximum
- City of Thomaston
 - Police Officer (non-certified) – \$14.33/hour minimum (\$32,042 based on 43 hours/week)
 - Police Officer (certified) – \$14.97/hour minimum (\$33,473 based on 43 hours/week)
 - Currently conducting compensation study with Carl Vinson Institute
- Troup County
 - Deputy Sheriff – \$28,246 minimum
 - Currently conducting compensation study with Condrey & Associates
- Spalding County
 - Deputy Sheriff – \$30,877 minimum, \$48,158 maximum
 - Currently conducting compensation study with Archer Company