Staff Report – January 26, 2026, Board of Commissioner Meeting

Subject: Request for Approval of a 5% Increase in pay for Admin (4310), Narcotics (4311), SRO (4315), Patrol (4316), Investigations (4317), Support Services (4318) and Detention (4320).

Background:
Our current starting pay for these positions is below the rates offered by neighboring counties and several local municipalities, making it increasingly difficult to attract and retain qualified personnel. This pay disparity has negatively impacted recruitment efforts and overall staffing stability.

Recommendation:
Approval of this increase will bring our compensation levels closer to regional standards, making the Sheriff's Department more competitive in the labor market. This adjustment is essential to maintain operational effectiveness and ensure public safety.

Fiscal Impact:
The proposed increase will result in a 5% adjustment across all affected employees. A budget amendment for $224,000 is included for your approval.

Action Requested:
The Board of Commissioners is asked to approve the 5% pay increase for salaries, effective Feb. 1, 2026.