

Teton County, ID.
Proposed Step Grade Pay Structure
For Sworn Sheriff's Positions including Dispatch

Provides lump sum for 10, 15 20 year officers

Sheriff's Sworn Law Enforcement Positions

Rank/Title	Level	FY 2020 Proposed	Steps %
Lieutenant III <i>Minimum Mgt. Cert</i>	Mgt. Supv	\$40.75 \$39.76	3%
Lieutenant II	Mgt. Supv	\$39.57 \$38.60	3%
Lieutenant I <i>Minimum Supv. Cert</i>	Mgt. Supv	\$38.41 \$37.48	7% Sgt. III
Sergeant III <i>Minimum Adv. Cert</i>	Supv. Adv.	\$35.02 \$34.17	3%
Sergeant II	Supv. Adv. Interm.	\$34.00 \$33.18 \$32.37	3%
Sergeant I <i>Minimum Int. Cert</i>	Supv. Adv. Interm.	\$33.01 \$32.21 \$31.42	7% from Sr. PO
ONE TIME LUMP SUM <i>at 20 years</i> <i>at 15 years</i> <i>at 10 years</i>	\$2,000 \$1,500 \$1,000		
Senior Dep. Sheriff <i>(5 years certified continuous service)</i> <i>minimum Int. Cert</i>	Masters Adv. Interm.	\$30.85 \$30.10 \$29.37	5%
Deputy Sheriff IV	Adv. Interm. Basic	\$28.67 \$27.97 \$27.29	5%
Deputy Sheriff III <i>or lateral entry 5+ yrs.</i>	Adv. Interm. Basic	\$27.30 \$26.64 \$25.99	10%
Deputy Sheriff II <i>or lateral entry 3-5 yrs</i>	Adv. Interm. Basic	\$24.82 \$24.22 \$23.63	5%
Deputy Sheriff I <i>of lateral entry 1-3 yrs</i>	Adv. Interm. Basic	\$23.64 \$23.06 \$22.50	7%
Deputy Recruit	No Cert.	\$21.42	

Sgt Level includes Detectives

After 5 years career deputies would receive market adjustments only unless promoted to higher rank

Third year 10% jump for retention of trained deputies

Certification Pay = 2.5%

Used survey range minimum for entry level certified officer
Recruitment Pay needs to be competitive.

**Proposed Step Grade Pay Structure
For Sworn Sheriff's Positions including Dispatch**

Sheriff's Dispatch Positions

Dispatch Supervisor III	Master	\$28.36	3%	<i>Minimum of Supervisor Certification</i>
	Supervisor	\$27.66		
Dispatch Supervisor II	Supervisor	\$27.53	3%	<i>Minimum of Advanced Certification</i>
	Advanced	\$26.86		
Dispatch Supervisor I	Advanced	\$26.73	10%	<i>Minimum of Intermediate Certification</i>
	Intermediate	\$26.08		
Dispatcher V	Advanced	\$24.30	5%	<i>Minimum of Intermediate Certification 5th year of employment After 5 years, employees would receive market adjustment only</i>
	Intermediate	\$23.71		
Dispatcher IV	Advanced	\$23.72	5%	
	Intermediate	\$23.14		
Dispatcher III	Basic	\$22.58	7%	
	Intermediate	\$22.04		
Dispatcher II	Basic	\$21.50	7%	
	Intermediate	\$21.11		
Dispatcher I - No Certification <i>or lateral entry with Post Cert.</i>	Basic	\$20.60	7%	<i>Newly Hired Dispatcher</i>
	No Cert	\$20.09		
Dispatcher I - No Certification		\$18.78		