

**Teton County, Idaho**  
**FY21 StepGrade Pay Structure**  
**Sheriff's Sworn Law Enforcement Positions**

Rank/Title	Level	FY 2021	Steps %	Notes
Lieutenant III <i>Minimum Mgt. Cert</i>	Mangement Supervisor	\$41.35 \$40.34	3%	
Lieutenant II	Mangement Supervisor	\$40.15 \$39.17	3%	
Lieutenant I <i>Minimum Supv. Cert</i>	Mangement Supervisor	\$38.98 \$38.03	7% Sgt. III	
Sergeant III <i>Minimum Adv. Cert</i>	Supervisor Advanced	\$35.54 \$34.67	3%	
Sergeant II	Supervisor Advanced Intermediate	\$34.50 \$33.66 \$32.84	3%	
Sergeant I <i>Minimum Int. Cert</i>	Supervisor Advanced Intermediate	\$33.50 \$32.68 \$31.88	7% from Sr. DEP V	Sgt Level includes Detectives
Senior Dep. Sheriff <i>(5 years certified continuous service) minimum Int. Cert</i>	Masters Advanced Intermediate	\$31.31 \$30.54 \$29.80	5%	After 5 years career deputies would receive market adjustments only unless promoted to higher rank
Deputy Sheriff IV	Advanced Intermediate Basic	\$29.09 \$28.38 \$27.69	5%	
Deputy Sheriff III <i>or lateral entry 5+ yrs.</i>	Advanced Intermediate Basic	\$27.70 \$27.03 \$26.37	10%	Third year 10% jump for retention of trained deputies
Deputy Sheriff II <i>or lateral entry 3-5 yrs</i>	Advanced Intermediate Basic	\$25.19 \$24.57 \$23.97	5%	
Deputy Sheriff I	Advanced	\$23.99		

of lateral entry 1-3 yrs	Intermediate	\$23.40	7%	
	Basic	\$22.83		
Deputy Recruit	No Certification	\$21.74		

### Sheriff's Dispatch Positions

Rank/Title	Level	FY2021	Steps %	Notes
Dispatch Supervisor III	Master	\$28.78	3%	Minimum of Supervisor Cert.
	Supervisor	\$28.08		
Dispatch Supervisor II	Supervisor	\$27.94	3%	Minimum of Advanced Cert.
	Advanced	\$27.26		
Dispatch Supervisor I	Advanced	\$27.13	10%	Minimum of Intermediate Cert.
	Intermediate	\$26.46		
Dispatcher V	Advanced	\$24.66	5%	Minimum of Intermediate Certification
	Intermediate	\$24.06		
Dispatcher IV	Advanced	\$24.07	5%	After 5 years, employees receive market adjustment only
	Intermediate	\$23.49		
	Basic	\$22.91		
Dispatcher III	Intermediate	\$22.37	7%	Minimum of Basic Certification
	Basic	\$21.82		
Dispatcher II	Intermediate	\$21.43	7%	or lateral entry with Post Cert.
	Basic	\$20.90		
	No Certification	\$20.39		
Dispatcher I - No Certification		\$19.06		

Provides lump sum for 10,15, & 20 year officers

**POST  
Certification  
Earned**

A DEPUTY RECRUIT becomes a DEP I after Basic POST certification is received. After becoming a DEP I, the Step and Grade pay structure moves a new deputy through 5 steps in 5 years. All step and salary increases take effect 12 months after the date of Basic certification, not at start of a fiscal year. However, since steps are not awarded after the fifth year, annual market adjustments will take effect only at the start of a fiscal year. One-time lump sum service awards are provided at 10, 15, and 20 years. The pay structure rewards additional certifications by specifying increased pay rates for officers who earn Intermediate, Advanced, Supervisor or Management POST certification. These pay increases take effect when the new certification is received. The DEP V step requires Intermediate POST certification.

The Step and Grade pay structure moves a newly hired DISPATCHER through 5 steps in 5 years, or less, after being hired. A newly hired dispatcher (DIS I) can become a DIS II in less than one year by completing Basic POST certification. Additional step and salary increases take effect 12 months after hire, or Basic certification, not at the start of a fiscal year. The pay scale rewards additional certifications by specifying increased pay rates for dispatchers who earn Intermediate, Advanced or Supervisor POST certification. The DIS III step requires Basic POST certification. The DIS V step requires Intermediate POST certification. Since steps are not awarded after the fifth year, annual market adjustments will take effect only at the start of a fiscal year. One-time lump sum service awards are provided at 10, 15, and 20 years. The pay scale encourages/rewards increased certifications at each step level.

To implement the new structure, dispatchers and deputies will be placed at the closest step above their current rate of pay, including the \$600 housing allowance. However, dispatchers/deputies assigned to a higher step than earned by their certification and/or years of service will remain at that step, and receive market adjustments only, until their certification and years of service qualifies them for promotion to the next step.

**ONE TIME LUMP SUM LONGEVITY AWARDS**

at 20 years	\$2,000
at 15 years	\$1,500
at 10 years	\$1,000