

John Galusha, Chairman
Arica Andreatta, Commissioner
Karl Sporleder, Commissioner



HUERFANO COUNTY GOVERNMENT BRIEFING MEMORANDUM

Date: June 6, 2023
To: Huerfano County Board of County Commissioners
From: Carl Young, County Administrator
Re: Sheriff's Deputy Pay Increases and Signing Bonuses
Attached: HR Status Sheets for Cameron Gonzales, Frank Martin, Maria Dominguez, John Johnson, and Roman Hijar

Summary: Since January, the Sheriff's Office has struggled to fill Deputy Positions, both workload and competitive pay have been major issues. After conferring with Sheriff Newman, and his command staff, I recommend adopting the following pay scale for deputies and junior officers:

- Post Certified, During Field Training and 6 Month Probationary Period – \$47,000
- Post Certified, Passed Probationary Period – \$50,000
- Post Certified, 3+ Years of Experience – \$51,000
- Corporal – \$52,000
- Sergeant – \$56,000

Green sheets to move current employees into these brackets are attached. In keeping with these increases I would also recommend paying out compensatory time before these raises take effect.

I also recommend allocating \$40,000 for signing bonuses for new deputies and detention officers and that anyone the Sheriff wishes to give such a bonus to would be required to sign a minimum two-year commitment and return the full amount if that commitment is broken. I'd ask that the Sheriff be allowed to set any other terms and amounts for said bonuses, but that they be capped at \$5,000 per new hire. The bonuses would need to be approved on the new hire's green sheet

Requested Motion/Action:

- Motion to approve the wage increase status sheets for Cameron Gonzales, Frank Martin, Maria Dominguez, John Johnson, and Roman Hijar as well as to adopt a pay scale for deputies and junior officers as follows: Post Certified, During Field Training and 6 Month Probationary Period – \$47,000; Post Certified, Passed Probationary Period – \$50,000; Post Certified, 3+ Years of Experience – \$51,000; Corporal – \$52,000; and Sergeant – \$56,000.
- Motion to allocate \$40,000 for signing bonuses for new deputies and detention officers with the Sheriff to determine the terms and amounts provided that each new hire sign a commitment of at least two years, and that the bonuses may not exceed \$5,000 per new hire.
- Motion to direct and authorize the pay out of accumulated compensatory time for Sheriff's office deputies as of June 3, 2023 on the June 9th Payroll.

Signature of the Chair

Approved

Approved with Changes

Denied