

Dear Commissioners,

Silvia Stubbs

Jamie Harvey

Lori Maughan

With the updated daily incarceration rates for 2025, our office projects an estimated revenue between \$195,000 and \$210,000, depending on the number of state inmates housed. This increase presents an opportunity to address a longstanding issue within the Sheriff's Office—our deputies being placed below the proper pay steps where they should currently be.

I am formally requesting that \$60,000 of this projected revenue be allocated back into the Sheriff's Office. These funds will be used to move deputies to their appropriate step levels on the pay scale. This adjustment is essential for several reasons:

1. Fair Compensation – Deputies deserve to be compensated according to their tenure and service.
2. Retention – Competitive pay is a key factor in retaining experienced deputies, reducing turnover costs, and maintaining continuity within the agency.
3. Recruitment – Correcting step placement strengthens our ability to recruit new deputies in an increasingly competitive law enforcement job market.
4. Morale & Equity – Ensuring deputies are placed where they belong promotes fairness, increases morale, and demonstrates the county's commitment to supporting its law enforcement deputies.

This request does not represent a new or additional expense but rather a reallocation of revenue already being generated through the incarceration rate adjustment. By investing in our deputies, we are strengthening the Sheriff's Office, improving public safety, and ensuring the County continues to attract and retain highly qualified law enforcement professionals.

Thank you for your consideration of this request. I am available to meet and discuss this further at your convenience.

Respectfully,

Lehi Lacy

San Juan County Sheriff