

2021 BUDGET
WASHINGTON COUNTY, AR



SHERIFF

Washington County Sheriff's Office
Budget Explanation – 2021 Budget
Sheriff's Budget: 1000-0400

Budget Narrative
10000400
Sheriff

August 24, 2020

The following information is supplemental to the submitted budget worksheets for the 2021 budget.

The 2021 Personnel budget reflects an 8% (\$664k) increase over 2020 due to the following:

- 2021 must absorb an extra pay period that was not budgeted in 2020. This is due to an oversight of the timing of last pay period in 2020. **It should be noted that adding this pay period is not an increase in salary to employees; it is paying them for time they have already worked.**
- It will also have the five additional slots that were requested for the Administrative Division and Court Security, and a lift and shift of one Sergeant position from the Jail budget.
- Raises for civilian personnel are not included in this request.

Included below are further explanations for line items we felt noteworthy because of amounts increasing.

Line Item and Description

1001 – Salary Full-Time Amount Requested \$ 6,285,330 Increased by \$ 569,740

We examined 122 slots and made sure the proper amount of salary was allocated. Additionally, we have added 5 new Court Services slots and one lift and shift (sergeant) from the Detention budget and Sheriff's budget and those funds are included in this request.

- Three Flex Corporal slots for the new judge taking office at the first of the year and these new courthouse deputies will have to provide security.
- One Sergeant slot would provide increased supervision and support to the 21 assigned deputies and the five different working locations across both Washington and Madison Counties.
- One Lieutenant slot would assist in the supervision of Courthouse Security, Civil Process, and Training Department.
- The Detention budget is moving a position from its budget to the Enforcement budget, so there will be a like reduction to the Jail Budget. This position is a Sergeant slot and serves dual roles in providing services to both the Detention and Enforcement side. The role consists of doing background investigations for Detention, Dispatch and Enforcement, also assisting Enforcement with background investigations during promotional processes and new patrol officers. Additionally, this Sergeant is the main internal affairs investigator for the Sheriff's Office, responsible for investigating complaints submitted by civilian personnel and County employees, against personnel in Enforcement, Communication, Detention, as well as any civilian personnel who may have received a complaint. We feel this position needs to be in the

Enforcement budget, given the significant amount of work that is done for Enforcement and that the Enforcement Major supervises them while serving as an internal affairs investigator for the department.

2001 – General Supplies: Amount requested: \$ 55,000 Increased by \$ 4,100

Increased based on buying more supplies to prevent the spread of COVID (mask, gloves, etc.).

2002 – Small Equipment: Amount requested: \$ 75,000 Increased by \$ 7,500

We have increased this line item because we are needing more vehicles replaced next year and will need new equipment due to the new body style.

2003 – Janitorial Supplies: Amount requested: \$ 14,000 Increased by \$ 900

Increased based on cost increase and buying more supplies to prevent the spread of COVID (disinfectant hand wipes, floor cleaner, disinfectant spray, etc.).

2012 – Bulletproof Vests: Amount requested: \$ 14,000 Increased by \$ 4,000

We will have more vests expiring in 2021 than this year so we project an increase in costs.

2024 – Maintenance & Contracts: Amount requested: \$ 1,000 Increased by \$ 1,000

Increased due to warranty ending and new annual cost of firewall software support and support on County land line phones.

3054 – Other Sundry insurance: Amount requested: \$200 Increased by \$ 200

Dues and fees from being a notary public need to come from this line item.

3073 – Lease Machinery & equipment: Amount requested: \$9,870 Increased by \$ 470

Increased due to possible 5% increase, as per the copy machine contract.

3094 – Meals and Lodging: Amount requested: \$22,000 Increased by \$ 4,000

We anticipate a give back from the 2020 budget of at least \$6k, due to classes canceling from the COVID outbreak. We will need to send more employees off for training in 2021 to stay current on certifications.

3101 – Training/ Education: Amount requested: \$18,000 Increased by \$ 3,000

We anticipate a give back from the 2020 budget of at least \$3k, due to classes canceling from the COVID outbreak. This is to allow us to meet minimum training standards we have set for our instructors and supervisors and provide new training courses for the deputies in the department.

This report prepared by Captain Josh McConnell

Proposed Staffing Enhancements for the Washington County Sheriff's Office



Captain Joshua McConnell
Washington County Sheriff's Office
Fayetteville, Arkansas

August 2020

MISSION STATEMENT

We, the men and women of the Washington County Sheriff's Office, in partnership with the community, are dedicated to improving the quality of life by providing the highest level of service through education and open communication. We maintain order, protect life and property, and reduce the fear of crime. We provide quality court services and a safe, humane and secure detention center by upholding the Constitution of the United States and the State of Arkansas. We are guided by the principles of Integrity, Professionalism, Fairness and Respect.

Executive Summary

In order to effectively supervise and manage the Administration Enforcement Division, I am requesting an additional five positions: Flex Corporal (3), Sergeant (1), and Lieutenant (1). The total salary and fringe cost is \$338,096.44.

Purpose of Report

The purpose of this report is to show the need for additional roles in the Administrative Enforcement Division. Of the three requested Corporal positions, one would be assigned to the new Judge taking office in 2021 and the other two assigned to the Washington County Annex building (123 College Avenue), where the Judge's office will be. The Sergeant position being requested is of critical importance, given that our only other Sergeant is responsible for 18 deputies in four different locations. This Sergeant would be assigned to Court Services and the Lieutenant to Administration. Currently, this division is directly responsible for the following: all courthouse security, all training for over 320 Washington County Sheriff's Office employees, Firearms Training for all Washington County Sheriff's Office employees, FOIs, Civil Process, Warrants, Alcoholic Beverage Control, Bail Bondsman License, Private Investigators, Private Security, Alarm Installation/Monitoring Section, Alcohol Tobacco Firearms and Explosives, Legal Process Server and Wrecker Service requests through Washington County. During a normal workday, the Captain is responsible for approximately 40 people at 6 different locations. The Administration Captain is the only Captain that supervises 6 different locations and approximately 40 people with no Lieutenant.

Request for additional personnel and supervisor for courthouse security

Sergeant B. Strain who was assigned to courthouse security has spoken with Washington County Attorney Brian Lester on Thursday June 11, 2020 and was able to confirm the reopening the Washington County Annex building (123 college Avenue) as a working courtroom for the new judge. The new judge will be elected in November and is expected to take the bench in January 2021.

The Annex previously was used been utilized as a courthouse in 2018, Sergeant Stain was able to speak with deputies about staffing, and security improvements needed who had been assigned there doing that time.

Court Services is currently responsible for three Washington County Courthouses and one in Madison County with seventeen full time deputies with one Sergeant. Juvenile Courthouse needs to be staffed with a minimum of two security deputies and a bailiff. The Historic Courthouse needs to be staffed with a minimum of two security deputies, a bailiff, and the drug court liaison. The main courthouse needs to be staffed with a minimum of five security deputies and five bailiffs. The one Sergeant is responsible for all day today activities, scheduling, time clocks, seventeen deputies and the security of the above-mentioned locations. All the Sergeant assigned to courthouse security have found it to be very challenging to stay engaged with all the courthouses and to give the seventeen deputies the proper attention needed.

Because of after-hours court cases and other meetings, our overtime and part-time budget continues to be impacted. Court Security officers sometimes serve an additional duty as a bailiff when any of the regular bailiffs have time off or are attending training. We do not want to leave entrance unmanned if a deputy has to use the restroom or has to deal with some problem or short staff.

The recommendation from the courthouse sergeants and myself is to have a minimum of three new deputies staffing the Annex (two security deputies and one bailiff for the new judge). With this, we will also be requesting one additional Sergeant and Lieutenant. It is important to note that there are eighteen (17) full-time and two part-time deputies assigned to Court Services under the direction of a single Sergeant. There are currently three (3) Washington County Courthouse locations in Washington County that the Washington County Sheriff's Office provides security for, as well as the Madison County Courthouse that we travel to on a weekly basis. Madison County Court currently does not have assigned security. With the addition of new deputies for the 2021 judge and Washington County Annex building (123 college Avenue), it's going to put the current Sergeant supervising 20 full-time employees with four Washington County and one Madison County locations. Which makes it impractical for one Sergeant to adequately supervise the Courts and period the services needed for the employees and citizens of Washington County.

A second sergeant would help to better supervise and direct the 20 assigned deputies. With the different working locations across both Washington and Madison Counties, the sergeants could share the workload and split the areas of supervision. One sergeant could supervise the main Washington County Court and Madison County Court, while the other could supervise the

Juvenile Court and Drug Court. The Lieutenant would also help in the supervision of the Courthouse Security, Civil Process, Training Department and other areas under the command of the Captain.

Expected pay rate with fringe benefits:

Corporal Salary and Fringe

• Annual Gross Salary	\$ 44,054.40
• FICA (7.65%)	\$ 3,525.71
• Retirement (15.32%)	\$ 6,751.85
• Life Insurance (11/mo)	\$ 132.00
• Health Insurance (466/mo)	\$ 5,592.00
• Workers Comp (.0336)	\$ 1,548.55
• Total Fringe	\$ 17,550.10
• Total Salary w/ Holiday and Fringe	\$ 63,637.78

Sergeant Salary and Fringe

• Annual Gross Salary	\$ 48,838.40
• FICA (7.65%)	\$ 3,908.57
• Retirement (15.32%)	\$ 7,485.05
• Life Insurance (11/mo)	\$ 132.00
• Health Insurance (466/mo)	\$ 5,592.00
• Workers Comp (.0336)	\$ 1,716.71
• Total Fringe	\$ 18,834.33
• Total Salary w/ Holiday and Fringe	\$ 69,926.81

Lieutenant Salary and Fringe

• Annual Gross Salary	\$ 56,623.36
• FICA (7.65%)	\$ 4,331.69
• Retirement (15.32%)	\$ 8,674.70
• Life Insurance (11/mo)	\$ 132.00
• Health Insurance (466/mo)	\$ 5,592.00
• Workers Comp (.0336)	\$ 1,902.54
• Total Fringe	\$ 20,632.93

- **Total Salary w/ Holiday and Fringe** **\$ 77,256.29**

It is important for each of the courthouse buildings to be staffed in a manner sufficient to deal with any issues which may arise independently. We all know we can call for backup but most issues of any serious nature are handled within seconds by the staff on scene. We have identified a number of security issues that will need to be addressed with county leadership regarding the reopening the Washington County Annex building (123 college Avenue) such as additional cameras, security monitoring station, X-Ray machines, metal detectors, are some of the issues. The goal of course being to provide a safe a secure environment for courthouse operations.

The reason I'm suggesting committing an additional Sergeant and Lieutenant comes down to the numbers and the quality of service we wish to provide our citizens and county employees. Requesting three additional personnel for courthouse staff increases our overall number to 20 deputies spread out over four Washington County and one Madison County locations. The Annex building will have space for an office and would be a great location to put an additional sergeant. This could alleviate many issues associated with the sergeant having to fill in at security on doors or as a bailiff and allow at least one sergeant to always be available even if the other is on vacation or having to fill in. This would also allow the sergeant and Lieutenant more time to assess the security needs of each court location and determine the best approach for correcting these issues.

Some benefits of having two sergeants and a lieutenant:

- Shared responsibility of administrative duties
- Better relationships with elected officials and courthouse staff
- Additional resources to address problems
- Wider ranges of experience to assess problems
- Working together to provide overall improvements
- Vacation/Time off planning
- More individualized attention to each location
- Break up annual performance evaluations
- Keeping one sergeant from getting overwhelmed
- More opportunities for training
- Free up Captain to focus more on long term strategy and solutions, rather than managing day to day operations
- Larger span of control for supervisors

I understand the difficulties we may face with the budget this year and understand my suggestions may not come at the best time concerning finances. I do recognize however the new judge will be elected in November 2020 and we will need to be ready to provide services.

The Washington County Sheriff's Office should request and hire one Corporal, one Sergeant and one Lieutenant for 2021. If the budget is a constraint for the current year, the Sheriff's Office should hire as soon as fiscally possible.

Captain Joshua McConnell

Washington County Sheriff's Office
Capital Expense Request for 2021 Budget
\$189,200
(Vehicles Line Item - 1000 0400 4005)
August 24, 2020

The Sheriff's Office Enforcement Division is requesting a total of \$189,200 in capital outlay funds from the vehicle line item for the 2021 budget to purchase the following vehicles:

Replacement Tahoes

- 4 - Chevrolet Tahoe's, 2-wheel drive, police package
- 1 - Chevrolet Tahoe, police package, 4-wheel drive (K-9)

As in the past, we intend to purchase these utilizing the Arkansas State bid pricing. The bid price for the 2-wheel drive, police package vehicles were around \$34,400 in 2019, the 2020 police Tahoe was not on the 2020 state bid, due to a new body style coming out for 2021. Because of possible price increases in 2021, we have estimated each Tahoe at a cost of \$37,500 for the 2-wheel drive Tahoe's and \$39,179 for the 4-wheel drive vehicles.

These vehicles will be replacements for high mileage Enforcement units (we have four units over 131,000 miles). When we first began the change over to the Tahoe platform several years ago, we told the Quorum Court we expected to get more mileage from them and that has been the case. In fact, we are only requesting four replacements in 2021 as we are now striving to get around 130,000 miles from the Tahoes before having to replace them or move them to a less demanding role. The K-9 has over 127,000 miles and has more than normal running hours on the motor due to the idling and running the A/C, heater to keep the K-9 cool and warm while on calls. We did not trade this unit out with the 2020 due to the kennel for the K-9. We should be able to maximize the lifespan of the K-9 equipment with the new 2021 body style.

It is important to note we have a "hand-me-down" process when we retire a patrol vehicle. Those that are still mechanically reliable will be re-assigned to a less demanding

role within our office. This could include assignment to deputies within Court Services, Training, and Civil Process.

Our Patrol vehicles are operated daily on county roads, many of which are still gravel. We must also sometimes drive across fields, creeks, and traverse some pretty treacherous private driveways in our daily duties to answer calls of citizens. The constant vibration of driving, opening and closing of doors to get in and out of the vehicle, extra idling, high speed driving, uncooperative prisoners, etc., all take a toll on the vehicle. The 100,000 miles a civilian may put on their own vehicle does not compare to a vehicle that has been in police service for the same mileage.

Estimated cost of three replacement Tahoes: **\$189,200**

This report was prepared by Captain Josh McConnell.

WASHINGTON COUNTY						
2021 BUDGET Sheriff						
FUND: 1000 General Fund DEPT: 0400 Sheriff						
Line Item	Description	2017 Expenditures	2018 Expenditures	2019 Expenditures	2020 Budget	2021 Budget
PERSONAL SERVICES						
1001	SALARY FULL-TIME	4,261,785.27	4,465,464.92	5,301,651.96	5,715,590.00	6,052,496.00
1002	SALARIES, PART-TIME	72,571.45	41,993.89	40,331.09	65,000.00	50,000.00
1005	OVERTIME/OTHER PREMIUM COMPENS	245,133.53	266,559.03	317,538.80	140,000.00	140,000.00
1006	SOCIAL SECURITY MATCHING	344,118.09	359,218.68	431,804.80	467,804.00	492,410.00
1008	NONCONTRIBUTORY RETIREMENT	684,058.66	734,148.86	896,527.05	926,872.00	978,447.00
1009	HEALTH INSURANCE MATCHING	592,286.00	648,672.00	648,672.00	654,264.00	682,224.00
1010	WORKMEN'S COMPENSATION	90,666.06	103,156.79	146,115.00	175,338.00	126,930.00
1011	UNEMPLOYMENT COMPENSATION	-	357.23	5,706.24	-	-
1016	LIFE INSURANCE	13,860.00	15,312.00	15,312.00	15,444.00	16,104.00
1017	HOLIDAY INCENTIVE	129,652.31	136,745.98	164,645.43	145,123.00	145,123.00
1999	LONGEVITY	-	-	43,845.00	49,359.00	49,109.00
	TOTAL PERSONAL SERVICES	6,434,131.37	6,771,629.38	8,012,149.37	8,354,794.00	8,732,843.00
SUPPLIES						
2001	GENERAL SUPPLIES	49,873.07	50,501.56	45,637.13	50,900.00	55,000.00
2002	SMALL EQUIPMENT	85,709.27	82,699.31	55,393.66	67,500.00	75,000.00
2003	JANITORIAL SUPPLIES	8,013.66	10,165.73	10,818.84	13,100.00	14,000.00
2004	MEDICINE & DRUGS	286.71	563.39	438.15	350.00	350.00
2005	FOOD	1,934.93	1,672.81	1,051.70	4,300.00	2,000.00
2006	CLOTHING/UNIFORMS	13,548.15	29,637.40	25,789.78	30,000.00	30,000.00
2007	FUEL, OIL & LUBRICANTS	200,138.46	233,642.60	220,376.88	252,000.00	252,000.00
2008	TIRES & TUBES	28,819.20	24,120.27	24,432.59	33,000.00	33,000.00
2009	COMPUTER/IT EQUIPMENT	5,829.46	47,721.85	21,815.78	10,000.00	6,000.00
2012	BULLET PROOF VESTS	17,033.93	25,816.22	14,914.98	16,000.00	20,000.00
2020	BUILDING MATERIALS AND SUPPLIE	-	-	-	-	-
2021	PAINTS AND METALS	7.10	68.33	382.30	-	-
2022	PLUMBING AND ELECTRICAL	244.78	85.05	36.22	-	-
2023	PARTS AND REPAIRS	61,455.12	124,920.71	78,694.00	76,000.00	76,000.00
2024	MAINTENANCE AND SERVICE CONTRA	332.50	358.93	259.60	-	1,000.00
2028	LUMBER & PILINGS	225.62	260.64	320.91	500.00	500.00
2029	SMALL TOOLS	137.88	380.07	490.38	400.00	400.00
	TOTAL SUPPLIES	473,589.84	632,614.87	500,852.90	554,050.00	565,250.00
OTHER SERVICES AND CHARGES						
3003	COMPUTER SERVICES	-	250.00	-	-	-
3006	MEDICAL/DENTAL/HOSPITAL	267.00	1,575.00	1,260.00	1,500.00	1,500.00
3009	OTHER PROFESSIONAL SERVICES	25,097.97	48,034.29	28,444.71	30,000.00	30,000.00
3020	TELEPHONE/FAX - LANDLINE	9,726.62	11,337.63	6,765.14	9,900.00	9,900.00
3021	POSTAGE	15,371.74	16,971.63	15,070.68	15,300.00	15,300.00
3022	CELL PHONE/PAGER/RADIO	41,830.34	44,452.00	42,227.58	48,000.00	48,000.00
3023	INTERNET CONNECTION	1,956.00	2,006.41	524.38	11,115.00	11,115.00
3030	TRAVEL	308.82	603.08	389.80	-	-
3031	COMMON CARRIER	993.10	1,316.17	1,037.00	1,000.00	750.00
3032	MILEAGE	-	-	36.20	-	-
3040	ADVERTISING AND PUBLICATIONS	29.83	98.10	29.83	450.00	450.00
3052	FIRE AND EXTENDED COVERAGE	2,070.89	2,145.90	2,626.61	2,400.00	2,400.00
3053	FLEET LIABILITY	53,491.03	65,091.03	71,161.03	72,000.00	72,000.00
3054	OTHER SUNDRY INSURANCE	34,336.05	37,123.51	43,681.76	-	200.00
3070	RENT - LAND AND BUILDINGS	65.70	-	-	-	-
3071	RENT - MACHINERY AND EQUIPMENT	-	-	-	-	-
3073	LEASE - MACHINERY AND EQUIPMEN	9,090.36	9,926.52	8,027.48	9,400.00	9,870.00
3074	CONTRACT - OVERAGE	-	-	-	90.00	90.00
3090	DUES AND MEMBERSHIPS	6,019.91	8,464.81	8,329.89	8,500.00	8,500.00
3094	MEALS AND LODGING	18,332.32	25,725.39	20,663.29	18,000.00	22,000.00
3101	TRAINING/EDUCATION	14,787.27	11,044.28	9,957.50	15,000.00	18,000.00
3102	SOFTWARE SUPPORT MAINT AGRMT	3,851.39	4,921.37	4,931.89	5,000.00	5,000.00
	TOTAL OTHER SERVICES AND CHARGES	237,626.34	291,087.12	265,164.77	247,655.00	255,075.00
CAPITAL OUTLAY						
4002	BUILDINGS	12,271.15	-	-	-	-
4004	MACHINERY & EQUIPMENT (OTHER	-	6,650.47	-	-	-
4005	VEHICLES	250,096.00	606,960.35	370,922.00	106,500.00	189,200.00
	TOTAL CAPITAL OUTLAY	262,367.15	613,610.82	370,922.00	106,500.00	189,200.00
2021	BUDGET Sheriff	7,407,714.70	8,308,942.19	9,149,089.04	9,262,999.00	9,742,368.00
					908,205.00	1,009,525.00
					non p.s.	11.2%
					overall	5.2%
					\$ chg. overall	479,369.00

WASHINGTON COUNTY			POSITIONS							
2021 BUDGET Sheriff			122	116						
FUND: 1000 General Fund DEPT: 0400 Sheriff										
Slot	Title	Step Grade	2021 Salary	2020 Salary	Slot	Title	Step Grade	2021 Salary	2020 Salary	
0400001	SHERIFF	ELEC	133,349.00	133,349.00	0400215	DFC/CORP FLEX	C1-2	48,410.00	46,228.00	
0400002	CHIEF DEPUTY SHERIFF	SAL	118,696.00	114,837.00	0400217	DFC/CORP FLEX	C2-3	50,592.00	48,410.00	
0400003	MAJOR	SAL	108,177.00	104,660.00	0400219	DEPUTY FIRST CLASS	D1-2	40,454.00	38,589.00	
0400004	LIEUTENANT	L1-2	60,751.00	58,687.00	0400220	DEPUTY FIRST CLASS	D1-2	38,589.00	38,589.00	
0400005	LIEUTENANT	L1-2	60,751.00	58,687.00	0400221	DFC/CORP FLEX	C1-2	48,410.00	46,228.00	
0400006	LIEUTENANT	L2-3	62,814.00	60,751.00	0400222	DEPUTY FIRST CLASS	D7-8	51,644.00	49,779.00	
0400017	CAPTAIN	SAL	76,541.00	74,052.00	0400224	DEPUTY FIRST CLASS	D7-8	51,644.00	49,779.00	
0400018	CAPTAIN	SAL	76,541.00	74,052.00	0400225	DEPUTY FIRST CLASS	D10	53,549.00	53,560.00	
0400020	SERGEANT	S10	50,811.00	66,644.00	0400226	DEPUTY FIRST CLASS	D5-6	47,914.00	46,049.00	
0400021	SERGEANT	S2-3	54,779.00	52,795.00	0400227	DEPUTY FIRST CLASS	D1-2	40,454.00	38,589.00	
0400022	SERGEANT	S1-2	52,795.00	50,811.00	0400300	CORPORAL	C8	59,342.00	59,343.00	
0400023	SERGEANT	S1-2	52,795.00	50,811.00	0400301	CORPORAL	C8	59,342.00	59,343.00	
0400024	SERGEANT	S1-2	52,795.00	50,811.00	0400302	CORPORAL	C4-5	54,957.00	52,775.00	
0400025	SERGEANT	S1-2	52,795.00	50,811.00	0400303	CORPORAL	C7-8	59,342.00	59,342.00	
0400026	SERGEANT	S6-7	62,715.00	60,731.00	0400304	CORPORAL	C5-6	57,140.00	54,957.00	
0400028	SERGEANT	S7-8	64,670.00	62,715.00	0400305	CORPORAL	C1-2	48,410.00	46,228.00	
0400029	SERGEANT	S4-5	62,715.00	56,763.00	0400306	CORPORAL	C1-2	44,045.00	46,228.00	
0400037	SERGEANT	S3-4	56,763.00	54,779.00	0400307	DFC/CORP FLEX	C1-2	48,410.00	46,228.00	
0400038	LIEUTENANT	L1-2	60,751.00	58,687.00	0400308	CORPORAL	C8	59,342.00	59,343.00	
0400039	SENIOR EXEC ASST-SHERIFF	20	58,302.00	58,302.00	0400309	CORPORAL	C8	59,342.00	59,343.00	
0400040	ENFORCEMENT SECRETARY	11	38,460.00	38,457.00	0400310	CORPORAL	C2-3	50,592.00	48,410.00	
0400041	WARRANTS/RECORDS CLERK	9	32,864.00	32,865.00	0400311	CORPORAL	C8	59,342.00	59,343.00	
0400042	WARRANTS/RECORDS CLERK	9	26,957.00	26,952.00	0400312	CORPORAL	C7-8	59,342.00	59,343.00	
0400043	WARRANTS/RECORDS CLERK	9	26,167.00	26,159.00	0400313	CORPORAL	C3-4	52,775.00	50,592.00	
0400047	ASST CIVIL PROC BKKEEPER	11	28,226.00	28,216.00	0400314	CORPORAL	C8	59,342.00	59,343.00	
0400090	911 COMMUN. DIRECTOR	23	56,778.00	56,778.00	0400315	CORPORAL	C8	54,957.00	59,343.00	
0400091	911 COMMUN. SP. SUPER.	17	37,773.00	37,771.00	0400316	CORPORAL	C4-5	54,957.00	52,775.00	
0400092	911 COMMUN. SP. SUPER.	17	37,628.00	37,621.00	0400317	CORPORAL	C1-2	48,410.00	46,228.00	
0400093	911 COMMUN. SP. SUPER.	17	37,711.00	37,707.00	0400318	CORPORAL	C6-7	59,342.00	57,140.00	
0400094	911 COMMUN. SPECIALIST	14	33,052.00	33,058.00	0400319	CORPORAL	C3-4	52,775.00	50,592.00	
0400095	911 COMMUN. SPECIALIST	14	34,258.00	34,257.00	0400320	CORPORAL	C8	59,342.00	59,343.00	
0400096	911 COMMUN. SPECIALIST	14	31,512.00	31,515.00	0400321	CORPORAL	C1-2	48,410.00	46,228.00	
0400097	911 COMMUN. SPECIALIST	14	38,168.00	31,515.00	0400322	CORPORAL	C2-3	50,592.00	48,410.00	
0400098	911 COMMUN. SPECIALIST	14	31,515.00	31,515.00	0400323	CORPORAL	C8	59,342.00	59,343.00	
0400099	911 COMMUN. SPECIALIST	14	31,515.00	31,515.00	0400324	CORPORAL	C1-2	48,410.00	46,228.00	
0400100	911 COMMUN. SPECIALIST	14	32,469.00	32,458.00	0400325	CORPORAL	C1-2	48,410.00	46,228.00	
0400101	911 COMMUN. SPECIALIST	14	32,469.00	32,458.00	0400326	CORPORAL	C2-3	46,228.00	48,410.00	
0400102	911 COMMUN. SPECIALIST	14	30,597.00	32,458.00	0400327	CORPORAL	C1-2	48,410.00	46,228.00	
0400103	911 COMMUN. SPECIALIST	14	34,258.00	34,257.00	0400328	CORPORAL	C7-8	46,228.00	59,342.00	
0400104	911 COMMUN. SPECIALIST	14	34,258.00	34,257.00	0400329	CORPORAL	C1-2	48,410.00	46,228.00	
0400105	911 COMMUN. SPECIALIST	14	32,469.00	32,458.00	0400330	CORPORAL	C3-4	52,775.00	50,592.00	
0400106	911 COMMUN. SPECIALIST	14	31,515.00	31,515.00	0400331	CORPORAL	C2-3	50,592.00	48,410.00	
0400107	911 COMMUN. SPECIALIST	14	31,515.00	31,515.00	0400332	CORPORAL	C4-5	44,045.00	52,775.00	
0400108	911 COMMUN. SPECIALIST	14	31,512.00	31,515.00	0400333	CORPORAL	C1	48,410.00	46,228.00	
0400109	911 COMMUN. SPECIALIST	14	31,515.00	31,515.00	0400334	CORPORAL	C7-8	59,342.00	59,342.00	
0400110	911 COMMUN. SPECIALIST	14	31,515.00	31,515.00	0400335	DFC/CORP FLEX	C1	48,410.00	44,055.00	
0400180	CORPORAL/ANIMAL CONTROL	C8	59,342.00	59,343.00	0400336	CORPORAL	C1	48,410.00	44,055.00	
0400185	CIVILIAN ANIMAL CONTROL	13	29,349.00	36,357.00	0400337	DFC/CORP FLEX	C1	46,228.00	44,055.00	
0400186	CIVILIAN ANIMAL CONTROL	13	33,572.00	31,494.00	0400338	DFC/CORP FLEX	C1	48,410.00	44,055.00	
0400200	DFC/CORP FLEX	C5-6	57,140.00	54,957.00	0400339	DFC/CORP FLEX	C1	48,410.00	44,055.00	
0400201	DFC/CORP FLEX	C3-4	46,228.00	50,592.00	0400340	DFC/CORP FLEX	C1-2	46,228.00	46,228.00	
0400202	DFC/CORP FLEX	C1-2	48,410.00	46,228.00	0400341	DFC/CORP FLEX	C1	46,228.00	44,055.00	
0400203	DEPUTY FIRST CLASS	D10	53,549.00	53,560.00	0400342	DFC/CORP FLEX	C1-2	46,228.00	46,228.00	
0400204	DFC/CORP FLEX	C2-3	50,592.00	48,410.00	0400400	FIRE MARSHALL	S1-2	0.00	50,811.00	
0400205	DFC/CORP FLEX	C1	46,228.00	44,055.00	0400401	CORPORAL (FLEX)	C1-2	44,045.00	46,228.00	
0400207	DEPUTY FIRST CLASS	D1-2	38,589.00	38,589.00	NEW	LIEUTENANT	L1-2	56,624.00	0.00	
0400208	DEPUTY FIRST CLASS	D1-2	40,454.00	38,589.00	NEW	SERGEANT	S1-2	48,827.00	0.00	
0400209	DFC/CORP FLEX	C1	48,410.00	44,055.00	NEW	CORPORAL (FLEX)	C1-2	44,045.00	0.00	
0400210	DEPUTY FIRST CLASS	D1-2	40,454.00	38,589.00	NEW	CORPORAL (FLEX)	C1-2	44,045.00	0.00	
0400212	DFC/CORP FLEX	C1-2	48,410.00	46,228.00	NEW	CORPORAL (FLEX)	C1-2	44,045.00	0.00	
0400213	DFC/CORP FLEX	C1-2	46,228.00	46,228.00	LS	SERGEANT	S1-2	62,715.00	57,551.00	
0400214	DEPUTY FIRST CLASS	D10	53,549.00	53,560.00				6,052,496.00	5,773,141.00	