



Administration Building
West Hearing Room
5334 S. Prince St.
Littleton, CO 80120
303-795-4630
303-738-7915 TTY
303-795-4630 Audio Agenda Line

Nancy A. Doty, Chair, District 1
Nancy Sharpe, District 2
Rod Bockenfeld, District 3
Nancy Jackson, Chair Pro-Tem, District 4
Bill Holen, District 5

Study Session

July 19, 2016

The Arapahoe County Board of County Commissioners typically holds weekly Study Sessions on Monday and Tuesday. Study Sessions (except for Executive Sessions) are open to the public and items for discussion are included on this agenda. Agendas (except for Executive Sessions agendas) are available through the Commissioners' Office or through the County's web site at www.arapahoegov.com. Please note that the Board may discuss any topic relevant to County business, whether or not the topic has been specifically noticed on this agenda. In particular, the Board typically schedules time each Monday under "Committee Updates" to discuss a wide range of topics. In addition, the Board may alter the times of the meetings throughout the day, or cancel or reschedule noticed meetings. Questions about this agenda? Contact the Commissioners' Office at 303-795-4630 or by e-mail at commissioners@arapahoegov.com

Study Session Topics

10:00 A.M. *Sheriff's Office Compensation Philosophy (WHR)

Discussion of a request for direction regarding a proposed change in pay philosophy for the Sheriff's Office Deputy step pay structure and for the addition of a differential pay structure

Request: Information/Direction

David C. Walcher, Sheriff

Louie Perea, Undersheriff, Sheriff's Office

Jon Takayama, Manager, Human Resources, Sheriff's Office

Patrick Hernandez, Director, Human Resources

Janet Kennedy, Director, Finance

Tiffanie Bleau, Senior Assistant County Attorney

Documents:

[BSRSHERIFFSOFFICECOMPENSATIONPHILOSOPHY.DOC](#)

*** To Be Recorded As Required By Law**

WHR - West Hearing Room

*Assisted listening devices are available. Ask any staff member and we will provide one for you.
If you need special accommodations, contact the Commissioners' Office at 303-795-4630 or 303-738-7915 TTY.*

Please contact our office at least 3 days in advance to make arrangements.



ARAPAHOE COUNTY
COLORADO'S FIRST

Board Summary Report

Date: July 14, 2016
To: Board of County Commissioners
From: David C. Walcher, Sheriff
Patrick L. Hernandez, Human Resources Director
Subject: Sheriff's Office Compensation Philosophy

Direction/Information

The purpose of this report is to obtain direction regarding a proposed change in pay philosophy for the Sheriff's Office Deputy Step pay structure and for the addition of a differential pay structure.

Background

Arapahoe's current pay philosophy:

- Supports Align Arapahoe.
 - Pay considers how well the employee performs the work.
 - Retaining top performers short and long term.
- Affordable.
- Competitive with the external market.
 - Denver/Boulder area.
 - Comparison to market Weighted Average salaries.
 - Considers internal equity for salary grade assignment when market data not available

Discussion

The Sheriff proposes a change in philosophy from market Weighted Average to the 75th Percentile of Pay. This change is to recognize the Sheriff's Office national accreditation, above average performance expectations and the attraction and retention of key personnel and recognize training development efforts.

Add a differential pay structure that rewards duties above and beyond the essential job duties of a deputy such as SWAT, Bomb Squad, and Canine Unit. This pay will only apply to those assigned these additional duties.

Fiscal Impact

The impact of a change in Weighted Average to 75th Percentile of Pay philosophy is approximately 1.039%, or \$329,092 of 2016 base salaries, plus 0.145% or \$9,513 for impact on the step progression.

The impact of adding the differential pay structure \$184,800.

Proposed Change	Percentage	Cost of Increase
Pay Philosophy	1.184%	\$338,605
Differential	0.63%	\$184,800
Estimated Total	1.81%	\$523,405.00

*All Numbers are estimates and subject to change.

This request is in addition to the 2017 Total Compensation Review scheduled for August. That Study Session will include discussions on market movement (estimated at 1.6%) and step progression for the Sheriff's Office.

Reviewed By
Finance Department
County Attorney's Office