

HICKMAN COUNTY, TENNESSEE
RESOLUTION NO. 07- 44

REGARDING THE SEPARATION OF CERTAIN SHERIFF STAFF FROM THE SALARY SYSTEM CURRENTLY COVERING GENERAL FUND EMPLOYEES.

WHEREAS, the Board of County Commissioners for Hickman Tennessee, desires to insure the safety of the citizens of Hickman County; and

WHEREAS, the current salary structure does not allow the Sheriff to compete with other law enforcement agencies in the recruitment and retaining of deputies and correctional staff; and

WHEREAS, any change in the salary structure will involve removing deputies and correctional staff from the current salary structure used to determine salaries for General Fund employees which includes the above classifications;

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners for Hickman County, Tennessee, assembled in regular session this August 20, 2007 that:

SECTION 1: Effective September 1, 2007 that all deputies and correctional staff of the Hickman County Sheriff's department are hereby removed from the salary structure as it currently applies to General Fund employees.

SECTION 2: Effective September 1, 2007 that the attached schedule (Salary schedule for Hickman County Sheriff Office for Deputies and Correctional Officers, here after referred to as the "Schedule") will be the salary schedule for deputies and correctional staff employed by the Sheriff 's Office.

SECTION 3: Staff included under this Schedule will not be entitled to any other bonus or raise as given to other General Fund employees. However, they will be entitled to all other benefits that General Fund employees receive, such as insurance.

SECTION 4: Staff whose salaries are currently above the steps as defined by classification and years of services as of July 1, 2007 will maintain their current salaries. Their salaries will not change until they can be brought in line with the Schedule.

SECTION 5: Years of service will be defined as follows:

a) All years of service shall be determined on the fiscal year (July 1 - June 30). Actual hire date will not be used.

- b) An employee who has served from July 1 through June 30 will be credited with one year of service.
- c) An employee who has served from January 1 or earlier through June 30 will be credited with one year of service.
- d) An employee who was hired after January 1 will not be credited with the current year.
- e) Only service with the Sheriff's department in either correctional or road officer classifications will be counted as years of service.
- f) All new staff will start at the first step of their classification. This is regardless of years of experience in other law enforcement agencies.

SECTION 6: No employee covered under this resolution will be paid at any level but as shown on the schedule. The only exception will be in connection with any staff that fall under Section 4 as noted. However, this exception as stated is only until the employee's salary as of July 1, 2007 is able to come into compliance with the Schedule.

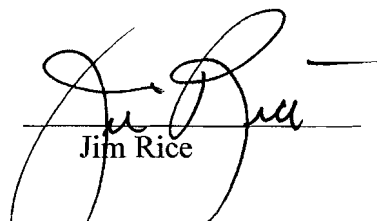
SECTION 7: If an employee is demoted/promoted from one classification to a lower/higher classification, the employee's salary will be reduced/increased to bring it in compliance with the Schedule for the classification that the employee moves to.

SECTION 8: A new employee who has prior years of service with the Hickman County Sheriff Department as a Road Officer or Correctional Office may use his/her prior years of service to determine years of experience.

SECTION 9: The provisions of this resolution shall become effective upon its passage, the public welfare requiring it.

SPONSORS:

James Hassell



Jim Rice

Board ACTION: _____ Aye _____ Nay _____ Pass _____ Absent

Mark McFarlin, Chairman

Randel Totty, County Clerk

APPROVED/DISAPPROVED:

Steve Gregory, County Mayor

DATE: _____

Salary Schedule for Hickman County Sheriff Office for Deputies and Correctional Officers

The following is a schedule of salaries to be paid to Hickman County Sheriff Department Employees in the listed categories.

Road Officers

Years of Service as of 7/1/07	0 - 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Patrol	26340	27270	28250	29270	30350	31480	32670	33650	34660	35699	36770	37873	39010	40180	41385
Detective	26840	27770	28750	29770	30850	31980	33170	34150	35160	36199	37270	38373	39510	40680	41885
Sergeant	28250	29270	30350	31261	32670	33910	35220	36277	37365	38486	39640	40830	42055	43316	44616
Lieutenant	30350	31480	32670	33910	35220	36600	38040	39181	40357	41567	42814	44099	45422	46784	48188
Chief Deputy	32670	33920	35230	36287	37376	38497	39652	40841	42066	43328	44628	45967	47346	48767	50230

Correctional Officers

Years of Service as of 7/1/07	0 - 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Correctional Officer	19300	20280	21300	22400	23500	24700	25441	26204	26990	27800	28634	29493	30378	31289	32228
Correctional Clp.	19800	20780	21800	22900	24000	23500	25956	26735	27537	28363	29214	30090	30993	31923	32881
Correctional Sgt.	20000	21030	22100	23240	24420	25670	26990	27800	28634	29493	30377	31289	32227	33194	34190
Correctional Admin.	21000	22130	23320	24570	25880	27250	28700	29561	30448	31361	32302	33271	34269	35297	36356