



**SALARY ADJUSTMENT PROPOSAL FOR FY22**

**WEBB COUNTY SHERIFF'S OFFICE**

**SALARY COMPARISONS & IMPACT ON BUDGET (FY22)**



# Salary Comparison





# Webb County Sheriff's Pay

2021



	WCSO		
■ Officer I. 0-3yrs	44,221		
■ Officer II. 4yrs-5yrs	46,571		
■ Officer III 6yrs-9yrs	48,901		
■ Officer IV 10yrs-14yrs.	51,397		
■ Officer V. 15yrs->	53,394		
■ Corporal I. 0-9yrs	52,042		
■ Corporal II 10yrs->	55,058		
■ Sergeant	56,534		
■ Lieutenant	62,754		
■ Captain	65,894		
■ Commander	80,246		
■ Deputy Chief	92,622		
■ Chief Deputy	102,648		

## Monthly Take Home Officer I

### Monthly Take Home For Officer I

\$ 2,400 approx net pay per month

### Monthly Payments (estimates)

Mortgage	\$ 1,400	
Electricity	\$ 200	
Water	\$ 100	
Food	\$ 800	
Car Payment	\$ 600	
Child Care	\$ 400	
Total expenses	\$ 3,500	
Take home pay	\$ 2,400	
	\$ (1,100)	
Child Support 30%	\$ 720	If applicable
	\$ (1,820)	



# Laredo Police Department Pay

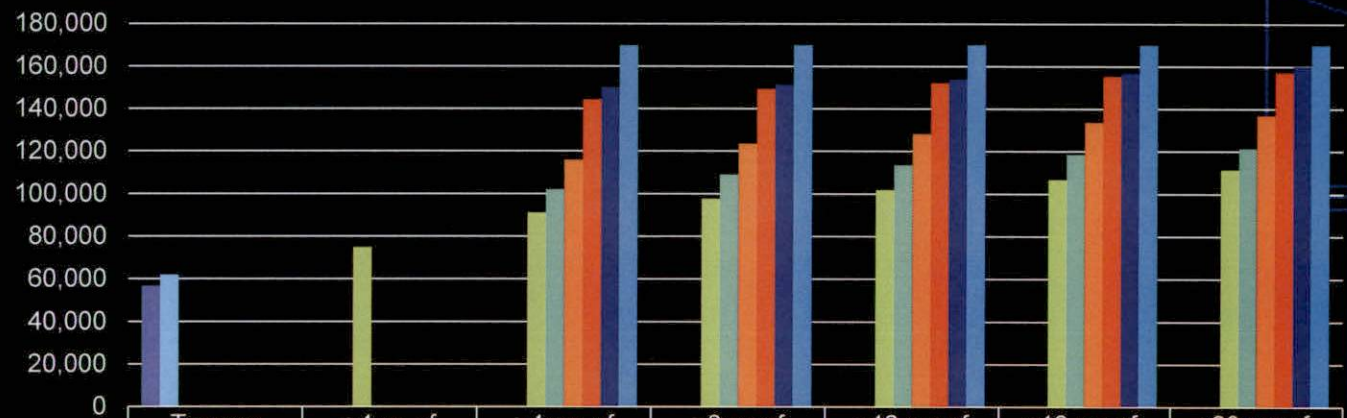
2021



Laredo Police Dept.			
■ Cadet Thru Grad.	55,598		
■ Patrol Officer 0-2yrs	61880		
■ Patrol Officer 2yrs-3yrs	66,602		
■ Patrol Officer 3yrs-5yrs	74,838		
■ Patrol Officer 5yrs-10yrs	81,265		
■ Patrol Officer 10yrs	84,822		
■ Investigator All	88,961		
■ Sergeant 5yrs-more	93,038		
■ Sergeant 5yrs-more2	95,867		
■ Lieutenant All	106,121		
■ Captain All.	117,707		

# Texas Department Public Safety (DPS)

2021



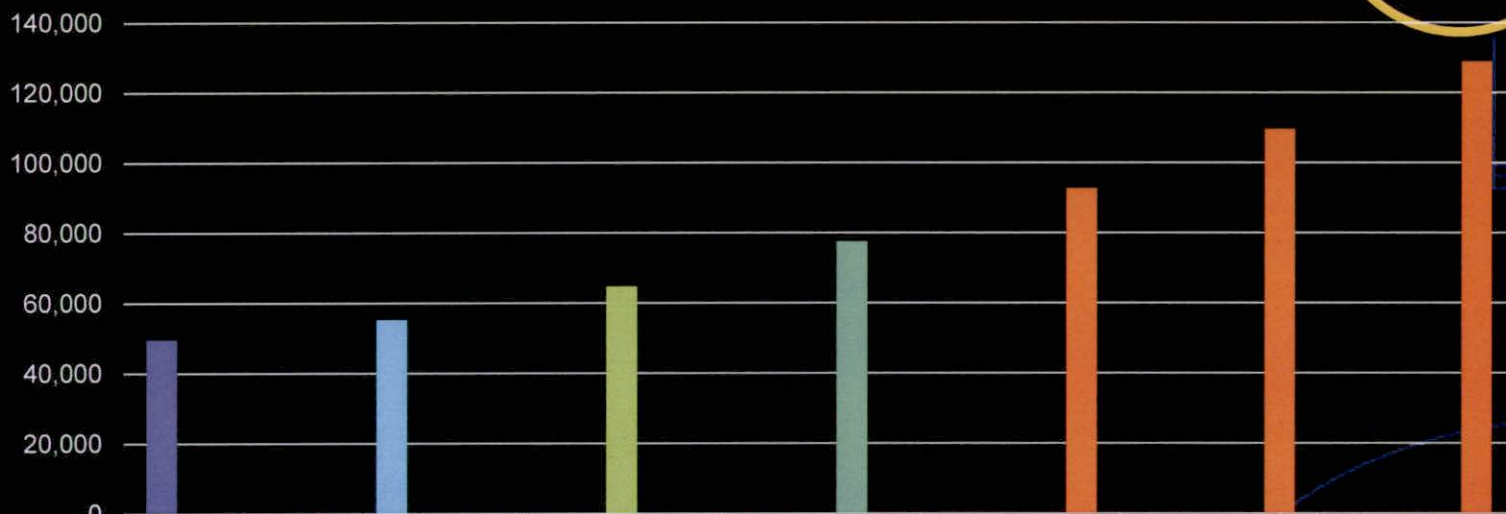
	Trooper Trainee	< 4yrs of Service	>4 yrs of Service	>8yrs of Service	>12 yrs of Service	>16 yrs of Service	>20 yrs of Service
■ Trooper Trainee	56,591						
■ Probationary Trooper	61,825						
■ Trooper I-VI/Corporal I-VI		74,671	91,049	97,531	101,840	106,545	111,250
■ Sergeant/ Pilot Investigator I			101,977	108,889	113,351	118,359	121,309
■ Lieutenant/Pilot Investigator			115,836	123,325	128,044	133,487	136,839
■ Capt./Pilot Investigator III			144,275	149,179	152,192	155,220	157,081
■ Asst. Commander/Pilot Investigator IV.			150,000	151,210	154,007	156,997	159,989
■ Major/Commander			169,729	169,839	169,906	169,906	169,906





# Border Patrol Agent (CBP)

2021



	GL-7/Entry Level	GL-9/Entry Level	GS-11/Journeyman	GS-12/Journeyman	GS-13/Supervisor	GS-14/Supervisor	GS-15/Supervisor
■ GL-7/1 yr of Service	49,508						
■ GL-9 /2 yrs of Service		55,214					
■ GS-11 3 yrs of Service			64,649				
■ GS-12 4 yrs of Service				77,488			
■ Supervisory					92,713	109,557	128,870



# Cost to Train an Officer I-III

## Cost to train an Officer I-III

### Jailer Academy

LC	\$	-
Pay	\$	7,360 2 months
Comp time	\$	11,040 to cover missing Officer I
	\$	<b>18,400</b>

### Peace Officer Academy

LC	\$	488
Equipment	\$	2,300
Pay	\$	18,700 5 months
Comp time	\$	28,050 to cover missing Officer I
	\$	<b>49,538</b>

WCSO sends 6-8 officers per year to Peace Officer Academy \$ 67,938 /Officer

(These officers would have already attended Jailer Academy)

Cost for 6 \$ 407,628 Cost for 8 \$ 543,504

Two year training cycle cost per Peace Officers ( 40 hours) \$ 2,875 /Officer

**Total \$ 70,813**

Since 2017, WCSO has lost 40 Officers to other agencies

Average 8 per year

LPD, BP, CBP, DPS

**\$ 566,504 Turnover  
cost/year**



# Proposal FY22

## FY 22 Proposal Correctional Officers (J)

Classification	Now	Now	Proposed	New
	Base rate	Salary		
	FY 19-FY21	2021	FY22 salary	Base rate
Officer I J (0-3)	\$ 21.26	\$ 44,221	\$ 48,643	\$ 23.39
Officer II J (4-5)	\$ 22.39	\$ 46,571	\$ 51,228	\$ 24.63
Officer III J (6-9)	\$ 23.51	\$ 48,901	\$ 53,791	\$ 25.86
Officer IV J (10-14)	\$ 24.71	\$ 51,397	\$ 56,536	\$ 27.18
Officer V J (15+)	\$ 25.67	\$ 53,394	\$ 59,364	\$ 28.54
Corporal J	\$ 26.47	\$ 55,058	\$ 62,061	\$ 29.84
Sergeant J	\$ 27.18	\$ 56,534	\$ 65,164	\$ 31.33
Lieutenant J	\$ 30.17	\$ 62,754	\$ 68,422	\$ 32.89
Captain J	\$ 31.68	\$ 65,894	\$ 71,842	\$ 34.54

## FY 22 Proposal for Peace Officer (PO)

Classification	Now	Now	Proposed	New	LPD	DPS	El Paso	CBP
	Base rate	Salary						
	FY 19-FY21	2021	FY22 salary	Base rate	2021	2021	2021	2021
Officer I PO (0-3)	\$ 21.26	\$ 44,221	\$ 64,120	\$ 30.83	66,602	74,671	52,540	49k-64,649
Officer II PO (4-5)	\$ 22.39	\$ 46,571	\$ 67,528	\$ 32.47	74,838	91,049	55,182	77,488
Officer III PO (6-9)	\$ 23.51	\$ 48,901	\$ 70,906	\$ 34.09	81,265	97,531	60,846	92,713
Officer IV PO (10-14)	\$ 24.71	\$ 51,397	\$ 74,525	\$ 35.83	84,822	101,840	68,744	
Officer V PO (15+)	\$ 25.67	\$ 53,394	\$ 78,252	\$ 37.62		106k-111k	81,536	
Corporal PO	\$ 26.47	\$ 55,058	\$ 80,409	\$ 38.66		97k-111k		
Sergeant PO	\$ 27.18	\$ 56,534	\$ 82,729	\$ 39.77	93,038	101k-121k	99,112	
Lieutenant PO	\$ 30.17	\$ 62,754	\$ 84,486	\$ 40.62	106,121	115k-136k	106,662	109,557
Captain PO	\$ 31.68	\$ 65,894	\$ 86,835	\$ 41.75	117,707	144k-157		128,870
Commander	\$ 38.58	\$ 80,246	\$ 96,385	\$ 46.34		150k-159k	107k-119k	
Deputy Chief	\$ 44.53	\$ 92,622	\$ 106,988	\$ 51.44		169k	124k-138k	
Chief Deputy	\$ 49.35	\$ 102,648	\$ 118,756	\$ 57.09		169k	141k-156k	



# Budget Impact

## Budget Impact on Payroll Costs Officer 1 to Chief Deputy for Jailers ( J) and Peace Officers (PO)

\$	17,454,636	Proposed FY22 Payroll Costs
\$	13,547,542	FY21 Payroll Costs
\$	3,907,094	Difference
<b>Budget Impact</b>		<b>\$ 3,907,094</b>
<b>From 2017 to 2020</b>		
<b>Sheriff's Office Budget savings to Webb County<sup>1</sup></b>		<b>\$ 8,237,318</b>
Actual Revenues over Adopted Budget Revenues	\$	1,971,075
Expenses under Adopted Budget *	\$	6,266,243
	\$	<b>8,237,318</b>
*Includes payroll savings (2017-2020)	\$	1,690,778
YTD FY21 Payroll sweep	\$	594,062
<b>Payroll savings 2017- July 16,2021</b>	<b>\$</b>	<b>2,284,840</b>

1. New World Budget Worksheet Report