

# Lancaster County Council Public Safety Committee

Tuesday, November 10, 2015

**County Council Conference Room  
Council Administration Building  
100 N. Main Street  
Lancaster, SC 29720**

1. **Call to Order – Committee Chair Steve Harper** **8:00 a.m.**
2. **Approval of the agenda** *[deletions and additions of non-substantive matters]*
3. **Minutes of the October 13, 2015 meeting – pgs. 2-3**
4. **Citizens Comments**
5. **Discussion / Action Items**
  - a. Hosting an EMS Competition. *Clay Catoe- pgs. 4*
  - b. Animal Shelter options. *Steve Willis – pgs. 5-20*
  - c. Public Safety Division Director job description. *Steve Willis – pgs. 21-24*
  - d. Sheriff's Office Career Ladder. *Sheriff Faile – pgs. 25-32*
  - e. School Resource Officers. *Sheriff Faile*
6. **Executive Session**
  - a. Contractual Matter SC Code §30-4-70(2). *Chris Nunnery*
7. **Adjournment**

*Anyone requiring special services to attend this meeting should contact 285-1565 at least  
24 hours in advance of this meeting.*

*Lancaster County Council Public Safety Committee agendas are posted at the Lancaster County  
Administration Building and are available on the Website: [www.mylancaster.org](http://www.mylancaster.org)*



Members of Lancaster County Council  
Public Safety Committee

Steve Harper District 5, Chairman  
Bob Bundy, District 3  
Larry McCullough, District 1

**DRAFT**

**Minutes of the Lancaster County Council Public Safety Committee Meeting**  
101 N. Main Street, Lancaster, SC 29720

Tuesday, October 13, 2015

Council Members present were Steve Harper, Larry McCullough and Bob Bundy. Also present was Steve Willis, Debbie Hardin, John Weaver, various Department Heads and spectators. A quorum of the Lancaster County Public Safety Committee was present for the meeting.

The following press was notified of the meeting by e-mail or by fax in accordance with the Freedom of Information Act: Lancaster News, Kershaw News Era, The Rock Hill Herald, Fort Mill Times, Cable News 2, Channel 9 and the local Government Channel. The agenda was also posted in the lobby of the County Administration Building the required length of time and on the county website.

**Call to Order**

Chairman Steve Harper called the meeting to order at 8:00 a.m.

**Approval of the agenda**

Larry McCullough moved to approve the agenda as written. Passed 3-0.

**Minutes of the September 15, 2015 minutes**

Larry McCullough moved to approve the minutes of the September 15, 2015 meeting. Passed 3-0.

**Citizens Comments**

There were no citizen's comments.

**Discussion / Action Items**

***Public Safety Director position update***

Steve Willis reported that as part of the 2016-2017 budget request, he plans to recommend the Public Safety Director position as part of the Administrator's recommended budget document. He will have the job description at the next meeting.

**DRAFT**

### Executive Session

MOTION was made by Larry McCullough to move into Executive Session. Passed 3-0.

MOTION was made by Larry McCullough to move out of Executive Session. Passed 3-0.

County Attorney John Weaver noted that the Committee met in Executive Session to discuss a contractual matter and a judicial security matter and no votes were taken, no motions were made.

### Adjournment

Larry McCullough moved to adjourn. Passed 3-0.

Respectfully Submitted:

Approved by the Public Safety Committee

Debbie C. Hardin  
Clerk to Council

\_\_\_\_\_  
Steve Harper, Chairman

## Agenda Item Summary

Ordinance # / Resolution#:

Contact Person / Sponsor: Clay Catoe, EMS

Department: Administration

Date Requested to be on Agenda:

### **Issue for Consideration:**

**Hosting an EMS Competition in Lancaster County in May of 2016.**

### **Points to Consider:**

**Ability to show off Lancaster County and Lancaster County EMS in a positive manner while helping provide quality training in a competition based program that will benefit all involved.**

### **Funding and Liability Factors:**

**No liability, as each team signs a waiver and only minor funding if any based on the sponsors donations. Lancaster County will be hosting but not be involved in donation solicitation.**

### **Council Options:**

### **Recommendation:**

**Approve so we can begin the planning part.**

## Agenda Item Summary

Ordinance # / Resolution#:	Discussion Item
Contact Person / Sponsor:	Shandy Everall/ Steve Willis
Department:	Animal Shelter/ Admin
Date Requested to be on Agenda:	Public Safety Committee – November 10, 2015 Council – to be determined

**Issue for Consideration:**

Discussion of Animal Shelter options.

**Points to Consider:**

Use of an outdoor run for additional space at the Shelter seems feasible, based on the Aiken Shelter experience.

We also would intend to use the pre-fab building model for cats.

Depending upon the costs, and that is being determined, it may be cost effective to relocate the Shelter. It is landlocked and not in an optimum location.

We would like to utilize the Aiken model of fundraising by use of naming rights for equipment and rooms. This would require Council approval.

As we have found here, in Aiken the rescue groups often don't cooperate. The SPCA has an adoption facility about a mile away from the Shelter. They have a volunteer group that washes, walks, and interacts with the animals. We have the nucleus of such a group with the Sun City volunteers.

At this point we need to make sure that the Public Safety Committee has no objection to exploring these options.

**Funding and Liability Factors:**

To be determined.

**Council Options:**

Undecided at this point.

**Staff Recommendation:**

To be determined.

**Committee Recommendation:**

To be determined.

# *Aiken Animal Shelter*

## *Photos and Lessons*

Ronnie and I learned that Aiken does not hold obviously unadoptable cats for the same period as mandated for dogs. This allows them to focus efforts on adoptable animals in lieu of spending money holding them extra days just to put them down anyway.

### **Aiken County Code section 4-66**

All animals which have been impounded or surrendered to the shelter and are deemed, by virtue of their behavior, to be wild or feral (reverted to a wild state) by the county veterinarian, or two (2) Aiken County Animal Control staff members, and have no identifiable indicators of ownership may be disposed of by an approved method of euthanasia so as to prevent potential injury or the spread of disease and/or rabies to humans or domesticated animals. (Reference section 47-3-310 of the South Carolina Code of Laws, 1976, as amended)

### **SC Code section 47-3-310**

SECTION 47-3-310. Disposal or removal of feral dogs from certain property.

On game management areas, state-owned property and property of private landowners and leaseholders, at the request of such landowners and leaseholders, specially trained enforcement officers of the Natural Resources Enforcement Division of the Department of Natural Resources may enter on such areas and property for the purpose of investigating dogs running at large on the property. If the dogs are determined to be feral dogs (a dog which has reverted to a wild state) and are a threat to the lives or health of livestock, wildlife or humans, the enforcement officers may remove the feral dog from the property or dispose of it in the most humane manner as determined by the department.

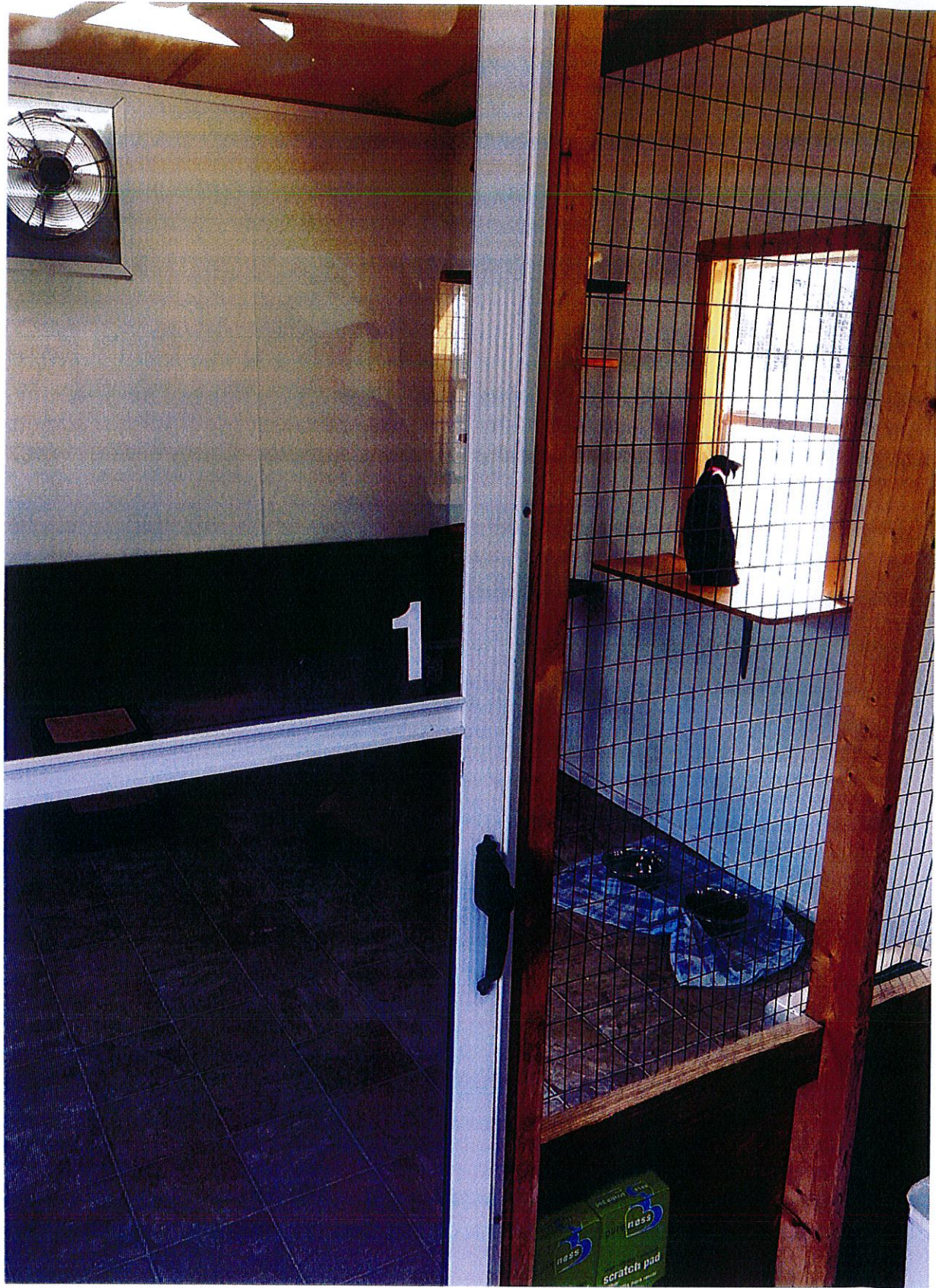
*HISTORY: 1979 Act No. 147 Section 1; 1993 Act No. 181, Section 1166, eff July 1, 1994.*

We would need to discuss this with John.

### **Cat Facility**

For adoptable cats Aiken uses a pre-fabricated building. It is divided into two sections. Each section has a connecting way to an outdoor pen where the cats can enjoy the outdoors. Here are photos and I have a video I can share with you.





As you can see there are interior ceiling fans for each side. The building has a wall unit on one end and an exhaust fan on the other to keep air flowing.

## **Dog Runs**

The exterior dog pens were impressive. It consists of a concrete floor with drains, metal frame structure to provide cover from the elements, indirect lighting so the area is lit for security camera purposes but is not shining directly into the pens, metal versus wire cages (more follows on that), radiant heat system for cold weather and fans for moving air for warm weather.

I have a video of them for you.

They did have runs like we have that are split indoor and outdoor. They liked the outdoor and said it worked best. The indoor runs had an automatic watering system. They said it sounded good but has been a disaster. The dogs tear it up and it causes leaks routinely.

They did not use the soft pads for animals with the exception of nursing moms; canine and feline. They used a plastic pallet that keeps the dogs off the concrete but is easy to clean and move. They tried wood but it was not as successful. We saw one that a dog had tried to eat one but they seemed pretty sturdy.

Here is a photo of one.

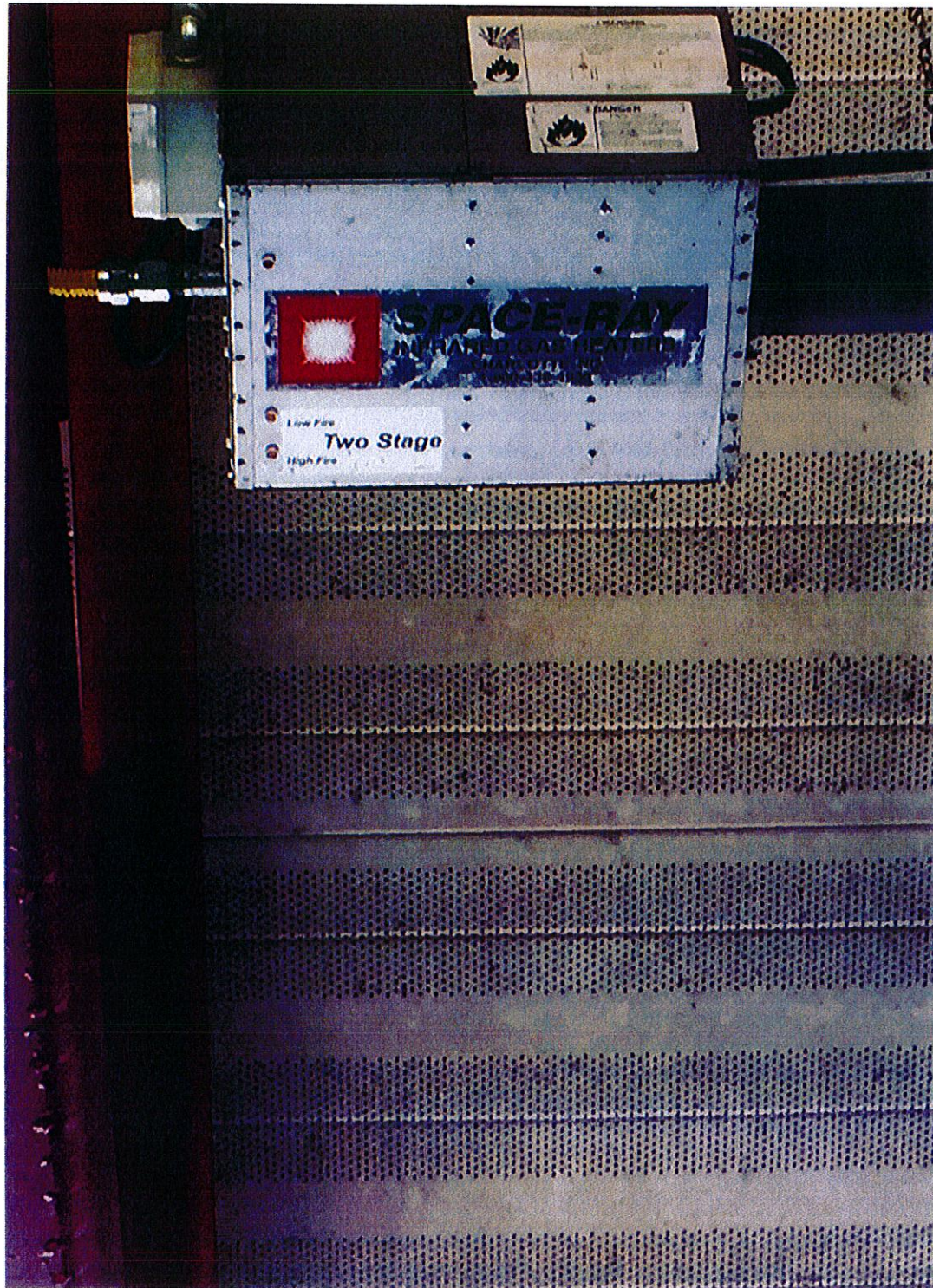


As you can see the cages are metal and not fencing material. They are made by Shor Line and also have an integral pulley to raise the doors.

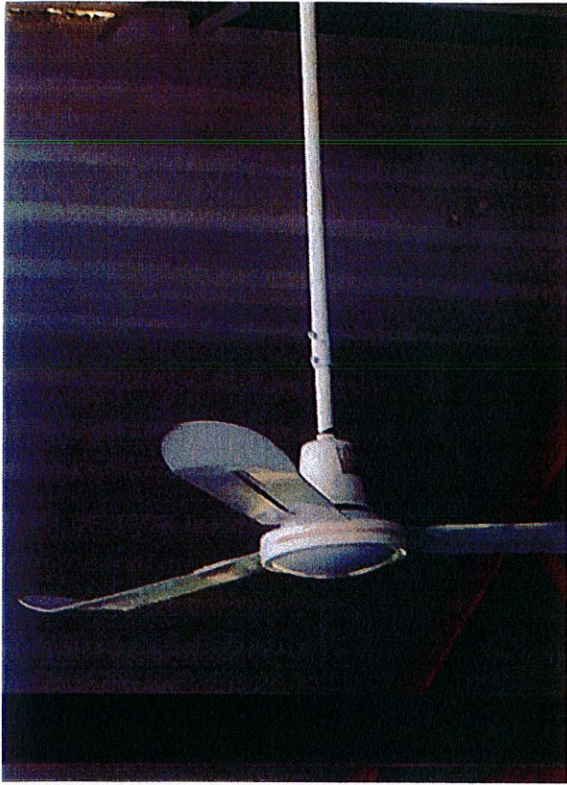




The outside pens had a radiant heat system. They said staff can work out there in the winter with just a sweater on the system works so well. Here is the manufacturer information.



They used ceiling fans outdoors but had back up large floor fans for hot weather. Here are photos of both.

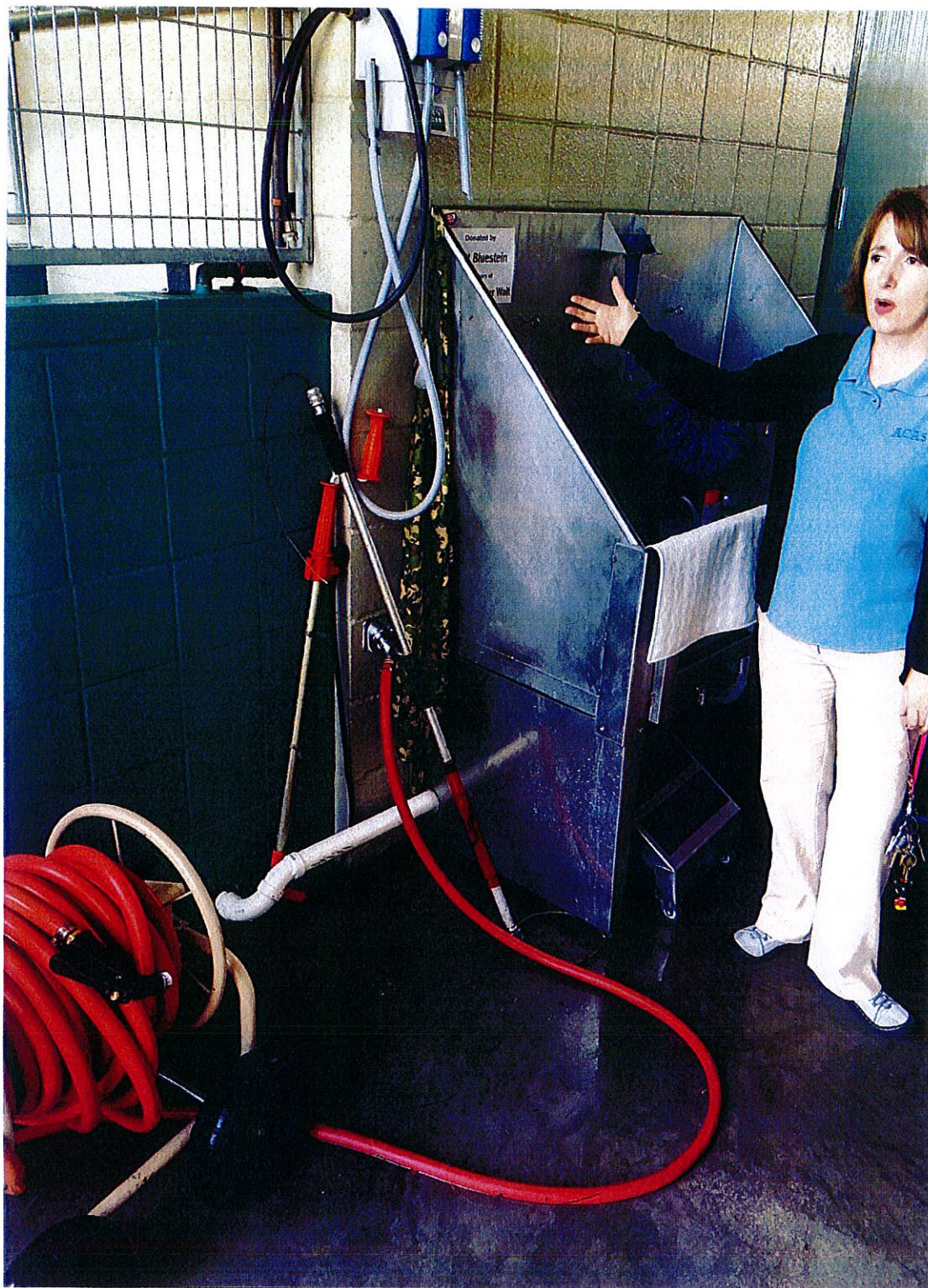


I think the floor fan would not be needed if we had large fans. They make fans for aircraft hangars, truck bays, etc. that should work. The website, and I am not making this up, is [www.bigassfans.com](http://www.bigassfans.com). Here is the link to agricultural fans: <http://www.bigassfans.com/for-business/agriculture/>

They also had an outdoor trolley system to allow dogs to get on a leash and run free for awhile. Here is that photo.



They also had wash stations for when the dogs were dirty. It was much nicer than a hose bath.



For the outside pens they used water bowls and not the automatic system they did not like. They have portable water reels for use in cleaning and watering the animals.

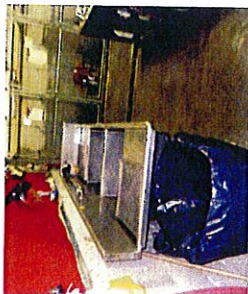
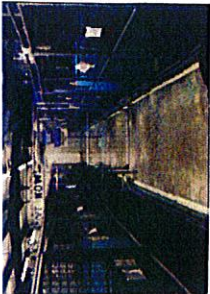
I have a video of the outside pens. They have doors between pens and are built back to back. They have a lot of space for animals without taking up a lot of space outside. They did note they built the overhead shed too short. It runs off rain onto the concrete. They said make sure we build it wide enough to protect the concrete.

They also had a dedicated medical area but I think the first effort should be a cat facility and exterior dog runs. Then we can plan for renovations inside with a lot of available space.

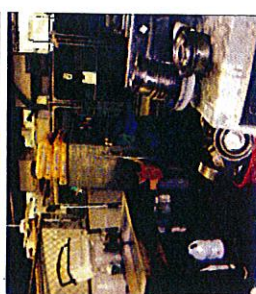
Martha Chadwick said they would be happy to have more visits if we wanted to bring the contractor to look at things and learn what not to do and what worked well.

I have some building plans (attached as it is in PDF format) and you can see the exterior runs are not one continuous string. They have breaks to provide some separation.





## SHELTER HISTORY



The Aiken County Animal Shelter was built in 1990 as a result of the government's responsibility for animal control. It was designed to hold 100 dogs and cats and is obligated to hold each animal for five days. For the past ten years the Shelter has received over 5000 animals each year and now holds over 200 on a daily basis. The staff is dedicated to do the best possible job of caring for the animals, but the reality is that humane care is impossible with the current facility.

There is massive overcrowding. There is no ability to segregate young, sick or old animals. It has no HVAC system or proper ventilation, has inadequate waste management, and open trench drains causing cross contamination. Even though the majority of the animals at the shelter are adoptable, the majority are euthanized. Over 92% of these unwanted animals were euthanized each year.

The good news is that the number of adoptable animals being saved has increased significantly over the last three years. Even though still unacceptable, the number killed has gone down to 82%. Friends of the Animal Shelter has made significant contributions to lowering this number. FOTAS has supported the overall environment at the shelter by creating programs to increase the health and well-being of the animals and people in this very stressful environment.

Friends of the Animal Shelter (FOTAS) was established in 2009 as a non-profit IRS Section 501(c)(3) to help support the homeless pets of the Aiken County Animal Shelter. We are an all volunteer organization with over 1000 members.

The FOTAS mission is to support the Aiken County Animal Shelter by promoting animal welfare, responsible pet ownership and the elimination of euthanasia of all adoptable animals.

All money raised goes directly to benefit the animals.

Achieving this mission hinges on the commitment and support of our volunteers, and the responsibility of the community. By example, over a thousand animals have been adopted in the last three years through programs such as:

**Volunteer Program:** FOTAS maintains a very active Volunteer Program. Volunteers assist in virtually every capacity, from animal care to fund-raising.

**Foster Program:** Volunteers foster dogs/puppies, cats/kittens in need.

**Fund-raising events:** Large and small fund-raisers help buy equipment and provide additional financial support for the needs of the shelter.

**Sponsors of Adoption Events:** Volunteers promote adoptions by showcasing our wonderful animals in adoption days at local community events.

**Operational support:** Volunteers manage our FOTAS website, our broadcast email system, and our database.

**Spay/Neuter:** Established and expanded the Spay and Neuter Assistance Program (SNAP) to target local communities.

**Transfer Program:** Transferred over 800 animals to "no kill shelters" up North where they are in need of adoptable animals.



"There is no place like home"

Beethoven and Buster, two terrific dogs adopted from the Shelter.

# COMMEMORATIVE NAMING OPPORTUNITIES BE A FRIEND OF THE ANIMAL SHELTER!

By making a donation to our Capital Campaign, you will be contributing to the care and wellbeing of Aiken County's homeless animals for many years to come. Throughout the new Shelter, we're offering numerous items that can be sponsored.

You can choose to feature your name, or the name of a beloved pet or person on any of the following items/areas:

Main Shelter Building	\$50,000
Adoption Wing	\$30,000
Shelter Receiving Wing	\$30,000
Surgery Clinic	\$30,000
Reception Area/Lobby	\$25,000
C.A.T.S. House	\$15,000
Surgery Operating Room	\$15,000
Prep and Recovery Room	\$10,000
Cat Receiving Pod (3 available)	\$10,000
Administration Office	\$10,000

Horse / Livestock Paddock with Shed	\$10,000
Multi-purpose Meeting/Adoption Room	\$10,000
Courtyard/Dog Play Area (4 available)	\$7,500
Pharmacy	\$7,500
Food Prep and Storage Room	\$7,500
Isolation Room (2 available)	\$6,000
Rudy's Adoption Room	\$5,000
Adoption Dog Kennel and Run (34 available)	\$5,000
Stainless Steel Cage Bank (15 available)	\$3,500
Outdoor/Get to Know Adoption Yard	\$3,000
Memorial Benches (4 available)	\$2,500
Volunteer Bathing & Grooming Station	\$2,000
Retail – Kiosk	\$2,000
8" Pet Tribute Plaque	\$1,000
6" Pet Tribute Plaque	\$800
Large Pavers	\$500
Small Pavers	\$100
Listing on Donor Recognition Display	\$100-1000

**LANCASTER COUNTY GOVERNMENT**  
**DRAFT JOB DESCRIPTION**

**DRAFT**

**JOB TITLE: Division Director of Public Safety**

**STATUS: Exempt**

**REPORTS TO: County Administrator**

**GENERAL STATEMENT OF JOB**

**Supervises the County's management, planning, coordination, budget and daily operations of the county's Public Safety Division in accordance with the policies and procedures set forth by County Council. Under limited supervision, manages and directs activities and functions of the Public Safety Division which includes: Animal Shelter, Emergency Management/ Fire Service, Emergency Medical Services, and Public Safety Communications, including GIS. In addition, is responsible for coordinating the activities with the following elected and appointed offices and boards and commissions: Coroner, Sheriff.**

**SPECIFIC DUTIES AND RESPONSIBILITIES**

1. Plans, develops and oversees administrative direction of the Public Safety Division to ensure safe and efficient operation in carrying out services as determined by Lancaster County Council; establishes standards for performance and safety; works with department heads to ensure that an adequate number of qualified personnel are available, trained and properly supervised to fulfill overall responsibilities of the respective departments.
2. Supervises departmental operations through an established chain of command. Provides guidance and oversight to assigned department heads in such areas as, but not limited to, prioritizing and assigning work; monitoring and managing performance and conducting performance evaluations, ensuring staff is trained, maintaining standards, coordinating activities, allocating personnel, making hiring, termination and disciplinary/grievance decisions, and recommending and approving employee transfers, promotions, and salary increases.
3. Develops and maintains effective working and administrative relationships with the various departments, boards, courts, commissions, etc. that the Public Safety Division serves. Attends meetings of relevant agencies and organizations, confers with and counsels various emergency response agencies and other County and City departments regarding communications and coordination of services, promotes community awareness for effective use of emergency communication services. Participates in various emergency planning efforts.

4. Responds to Public Safety emergencies and major crime scenes or accidents on a 24-hour basis. Ensures that a well-defined command structure is utilized and related procedures for emergency situations. Provides support and resources for Incident Commander.
5. Oversees Public Safety departmental annual budgets; monitors budgets to ensure adherence to budgetary control.
6. Develops long range plan for maintaining effective operations of the Division of Public Safety; researches, evaluates and recommends acquisition of facilities, equipment and supplies, provides vision in long-range planning for needed resources.
7. Insures use of effective training programs for personnel.
8. Maintains current knowledge of operating a wide variety of communications equipment, software applications and databases including but not limited to CAD, RMS, GIS, 800 MHz Radio System, etc.
9. Attends and participates in Council meetings and numerous other committee or board meetings and public hearings, advising and providing necessary information.
10. Represents the Public Safety Division in meeting the public and public speaking engagements. Serves as spokesperson for the Division.
11. Maintains current knowledge of modern policing, fire service operations, dispatch methods, emergency medicine, emergency management, new techniques, current issues, etc. through continued education and professional growth.
12. Evaluates pending legislation and statutes, responding to changing regulations and technology.
13. Responds to constituent complaints and issues as appropriate; follows-up regarding complaint disposition as necessary.
14. Performs liaison activities to other local, State and Federal agencies and organizations.
15. Performs related duties as may be required.

## **MINIMUM TRAINING AND EXPERIENCE** **NECESSARY SKILLS**

A Bachelor's degree in Criminal Justice, Public Administration, Management or related field with a minimum of five (5) years responsible administrative experience; or Master's degree with minimum of two (2) years experience; or any equivalent combination of education, training and experience which provides the required knowledge, skills, and abilities. Must possess a valid SC driver's license.

### **Physical Requirements**

Must be physically able to operate a variety of office and public safety equipment including computer, two-way radios, basic office equipment, vehicle, etc. Must be able to exert up to fifty (50) pounds of force occasionally and/or negligible amount of force and have the ability to lift, carry, push, pull or otherwise move objects. Physical demands are at times in excess of those for sedentary work; work involves driving, walking, stooping, kneeling, pushing, pulling, climbing, balancing, and standing for periods of time.

## **Interpersonal Communication Skills**

Requires excellent ability to effectively convey information to staff, management, County Council, other departments, the public and vendors both verbally and in writing. Ability to engage in public speaking with poise, confidence and clarity necessary. Requires ability to deliver information, to explain procedures, to follow and provide verbal and written instructions, and to counsel and instruct employees. Must be able to communicate effectively and efficiently, in a variety of contexts including public safety management, emergency/crisis situations, public relations, etc.

## **Language Ability**

Requires the ability to write clear and concise reports and directives, develop comprehensive plans from general instructions, analyze complex problems, read a variety of codes of law, policies, and procedure manuals, and to draft reports, budget documents, performance appraisals, disciplinary reports, correspondence, etc. with proper format, punctuation, spelling and grammar, using all parts of speech. Must be able to meet the public to discuss issues, and establish and maintain effective working relationships with employees, division directors, department heads, and the County Council.

## **Intelligence**

Must possess ability to apply logical thinking to define problems, collect data, and establish facts, and to draw conclusions there from. Excellent ability to work independently and problem-solving skills required. Must have the ability to comprehend and interpret laws and regulations as applied to public safety.

## **Numerical Aptitude**

Requires facility with addition, subtraction, multiplication and division, ability to utilize mathematical formulas to determine percentages and decimals to determine time. Must be able to use practical applications of fractions, percentages, ratio and proportion and to understand and apply descriptive statistics.

## **Motor Coordination**

Requires the ability to coordinate hands and eyes using office machinery, including but not limited to computers, use public safety equipment and to operate motor vehicles.

## **Manual Dexterity**

Requires the ability to handle a variety of equipment including office equipment, keyboards, computers, controls, knobs, switches, firearms, etc. Must have minimal levels of eye/hand/foot coordination.

## **Interpersonal Temperament**

Requires the ability to deal with staff, governmental agencies, County Council, and the general public in a professional and effective manner, and to convey necessary information in circumstances that may involve high stress, emergencies or deadlines. The employee is subject to a range in duties from an office setting to highly dangerous law enforcement or fire-service related situations. Presentation and emphasis upon importance of maintenance of positive image within the County.

**DRAFT**

**Knowledge Requirement**

Comprehensive knowledge of the public safety functions and concerns; the public safety radio environment and its demands; practices, procedures, standards and regulations regarding public safety communications at the county level; rules and regulations of the Federal Communications Commission applicable to public safety; ethical guidelines applicable to the position as outlined by professional organizations and/or federal, state or local laws, rules and regulations; and current literature, trends and development in the field of public safety communications planning and management. Principles and practices of supervision, organization and administration, including budget management is essential.

## Agenda Item Summary

Ordinance # / Resolution#:	Discussion Item
Contact Person / Sponsor:	Barry Faile/ Steve Willis
Department:	Sheriff/ Admin
Date Requested to be on Agenda:	Public Safety Committee – November 10, 2015 Administration Committee – November 19, 2015

### **Issue for Consideration:**

Salary adjustments within the Sheriff's budget.

### **Points to Consider:**

Sheriff Faile reports he is having problems filling vacancies with qualified candidates at the current salary level. While I don't have any evidence, I feel certain the recent public – police issues have contributed to this problem.

As the vacancy level fluctuates, Sheriff Faile will bring current data to each meeting. We cannot fill previously authorized positions, much less the new ones approved in this budget.

We would like to discuss not filling some of these positions for the remainder of the fiscal year and using those funds to make salary adjustments as proposed by Sheriff Faile. This will leave us short of positions for the remainder of the fiscal year; however, failing to take action will leave us short of an even greater number of positions.

### **Funding and Liability Factors:**

We are proposing a reallocation of existing budgetary funds, not a budget amendment of additional General Fund dollars. Council made clear during the budget process we would need to work within existing allocations and we are doing so. If Council, following deliberation, determines the need is such that additional GF dollars are needed that would be a policy decision.

We would need to restore the intentionally vacated positions in the FY 16-17 budget.

The higher salaries would be a recurring impact on the county budget.

### **Council Options:**

To be determined based upon Committee discussions.

### **Staff Recommendation:**

Reallocate resources to minimize the impact to Sheriff Faile.

### **Committee Recommendation:**

To be determined.

# SALARY SURVEY OCTOBER 2015

## DEPUTY 1/POLICE OFFICER 1 (UNCERTIFIED)

DEPARTMENT	MINIMUM	MIDPOINT	MAXIMUM
Lancaster CSO	29,608		35,608
YCSO	33,264	39,917	46,570
SCHP	37,069		
RHPD	35,963	43,149	50,336
Charleston City	36,348		48,174
Mt Pleasant PD	37,420		59,845
MUSC	34,344	40,630	45,900
Spartanburg CSO	29,474	36,843	44,211
Fort Mill PD	36,356		
CMPD	42,009		

## Deputy II/POLICE OFFICER II (CERTIFIED)

DEPARTMENT	MINIMUM	MIDPOINT	MAXIMUM
Lancaster CSO	33,158		44,808
YCSO	34,805	41,766	48,727
SCHP (with 3 years)	40,775		
RHPD	37,876	45,448	53,019
Charleston City			
Mt Pleasant PD	38,551		61,659
MUSC	37,573	43,194	46,953
Spartanburg CSO	30,948	38,685	46,421
Fort Mill PD	38,173 (after 1 year and completion of academy)		
CMPD (lateral transfer)	43,791		

Deputy III/Master Deputy/Senior Police Officer

DEPARTMENT	MINIMUM	MIDPOINT	MAXIMUM
Lancaster CSO	39,158		47,158
YCSO	49,430		57,360
SCHP	44,852		
RHPD	41,683	50,024	58,364
Charleston City	48,174		53,112
Mt Pleasant PD	38,551		61,659
MUSC	38,512	45,760	52,421
Spartanburg CSO	32,494	40,618	48,742
FMPD	44,547		

Sergeant

DEPARTMENT	MINIMUM	MIDPOINT	MAXIMUM
Lancaster CSO	41,450		53,465
YCSO (Master Deputy II)	40,971 (usually starts higher)	49,166	57,360
SCHP	47,889		67,777
RHPD	43,596	52,332	61,068
Charleston City	50,583		64,558
Mt Pleasant PD	44,928		71,916
MUSC	42,364		58,848
Spartanburg CSO	39,498	49,372	59,246
FMPD (includes Investigators)	46,224		

### Lieutenant

DEPARTMENT	MINIMUM	MIDPOINT	MAXIMUM
Lancaster CSO	46,900		60,436
YCSO	47,138	56,565	65,993
SCHP	55,072		77,943
RHPD	53,164	63,804	74,443
Charleston City	64,558		78,471
Mt Pleasant PD	49,440		79,104
MUSC	48,527		71,608
Spartanburg CSO	43,322	54,153	64,985
FMPD	47,901		

### Captain

DEPARTMENT	MINIMUM	MIDPOINT	MAXIMUM
Lancaster CSO	50,767		68,678
YCSO	51,762	62,114	72,467
SCHP	63,332		89,634
RHPD	60,819	72,966	85,113
Charleston City	71,175		86,519
Mt Pleasant PD	54,384		87,014
MUSC			
Spartanburg CSO	58,355	72,944	87,944
FMPD	52,932		

## Analysis

Rank	Min Average	LCSO Minimum	Difference	Max Average	LCSO Max	Difference
Dep I	34840	29608	-5232	49173	35608	-13565
Dep II	36755	33158	-3597	51356	44808	-6548
Dep III	41957	39158	-2799	55276	47158	-8118
Sergeant	44810	41450	-4703	62968	53465	-9503
LT	51603	46900	-6083	73221	60436	-12785
Captain	59971	50767	-9527	84782	68678	-16104

A note on the analysis: The Minimum pay scale is more accurate than the Maximum scale for comparison purposes. This appears to be due to the fact that several factors can contribute to the maximum salary, including education, years of service, and other factors.

<b>Lancaster County Sheriff's Office- Career Ladder Proposed 2016/2017 budget</b>					
Band (Rank/Title)	Salary Range	Education/Experience	Specialized Training	Other Requirements	
Band 1 (Class 3)	\$31,000-\$36,000	Less than 5 years	None	None	
	\$33,000-\$38,000	5-12 years	None	None	
	\$35,000-\$40,000	12 years	None	None	
Band 1 (Deputy Trainee) Uncertified	\$35,000-\$39,000	AS + 2%, BS + 4%, MIA + 6%	None	None	
Band 2 (Deputy)- Class I Certified	\$37,500-\$39,500 Deputy	Less than 2 Years AS + 2%, BS + 4%, MIA + 6%	None	None	
	\$38,500-\$40,500 Deputy First Class	2- 6 Years AS + 2%, BS + 4%, MIA + 6%	None	None	
	\$40,500-\$41,500 Lance Corporal	6-10 Years AS + 2%, BS + 4%, MIA + 6%	None	None	
	\$41,500-\$43,500 Senior Deputy	10-15 Years AS + 2%, BS + 4%, MIA + 6%	None	None	
	\$43,500-\$45,500 Master Deputy	15 + years AS + 2%, BS + 4%, MIA + 6%	None	None	
Band 3 (Corporal) Competitive position appointed through promotional process AS + 2%, BS + 4%, MIA + 6%	\$40,500-\$43,500	Less than 10 years and Less than 5 years Cpl.	None	As Listed on job description	
	\$41,500-\$45,500	More than 10 years or More than 5 years Cpl.	None	As Listed on job description	
	\$43,500-\$47,500	More than 15 years or More than 10 years Cpl.	None	As Listed on job description	
Band 4 (Senior Deputy) AS + 2%, BS + 4%, MIA + 5%	\$41,500-\$48,000	6 Years Certified Service AS + 2%, BS + 4%, MIA + 5%	Attend All required In- Service Training & Attend 60 hours additional law enforcement Training	Completion of 10 qualifying Community Policing Initiatives and/or Community Service Projects/events and have no at fault accidents within the previous 12 months and no written warnings within the previous 12 months or suspensions within the previous 24 months.	

Band 5 (Investigator I) AS + 2%, BS + 4%, MA + 6%	\$42,500-\$47,000	Competitive Position appointed through promotional process	Basic Investigations	As Listed on job description
Band 6 (Sergeant) Competitive position appointed through promotional process AS + 2%, BS + 4%, MA + 6%	\$46,500-\$50,500	Less than 10 years and Less than 5 years Sgt.	Leadership Training	As Listed on job description
	\$49,500-\$54,500	More than 10 years or More than 5 years Sgt.	Leadership Training	As Listed on job description
	\$52,500-\$58,500	More than 15 years or More than 10 years Sgt.	Leadership Training	As Listed on job description
Band 7 (Investigator II)  AS + 2%, BS + 4%, MA + 6%	\$45,500-\$50,000	Must Have 5 years of experience as an Investigator I Or 3 years as an Investigator I and 6 years certified service and meet the special/other requirements	Attend All required In-Service Training & Attend 60 hours additional law enforcement Training	Completion of 10 qualifying Community Policing Initiatives and/or Community Service Projects/events and have no at fault accidents within the previous 12 months and no written warnings within the previous 12 months or suspensions within the previous 24 months.
Band 8 (Master Deputy)	\$43,500-\$53,000	10 years Certified Service	Attend All required In-Service Training & Attend 16 hours Management/Supervision and 40 hours additional law enforcement Training	Completion of 10 qualifying Community Policing Initiatives and/or Community Service Projects/events and have no at fault accidents within the previous 12 months and no written warnings within the previous 12 months or suspensions within the previous 24 months.

Band 9 (Investigator III)  AS + 2%, BS + 4%, MA + 6%	\$49,000-\$58,000	Must Have 10 years of experience as an Investigator Or 7 years as an Investigator and 10 years certified service and meet the special/other requirements	Attend All required In-Service Training & Attend 16 hours Management/Supervision and 40 hours additional law enforcement Training	Completion of 10 qualifying Community Policing Initiatives and/or Community Service Projects/events and have no at fault accidents within the previous 12 months and no written warnings within the previous 12 months or suspensions within the previous 24 months.
Band 10 (Lieutenant) Competitive position appointed through promotional process  AS + 2%, BS + 4%, MA + 6%	\$51,500-\$55,500	Less than 15 years and Less than 5 years Lieutenant	Leadership Training	None
	\$55,500-\$59,500	More than 15 years or More than 5 years Lieutenant	Leadership Training	None
	\$59,500-\$64,500	More than 20 years or More than 10 years Lieutenant	Leadership Training	None
Band 11 (Captain) Appointed by Sheriff  AS + 2%, BS + 4%, MA + 6%	\$57,000-\$66,000	Less than 20 years and Less than 5 years Captain		None
	\$65,000-\$76,000	More than 20 years or More than 5 years Captain		None
Band 12 (Major)	\$68,000- \$95,000	Appointed by the Sheriff		None

