



**FULTON COUNTY
SHERIFF'S OFFICE
BOARD OF COMMISSIONERS MEETING
JANUARY 4, 2023**

23-0021



Fulton County Sheriff

Duties associated with law enforcement activities
K-9, Traffic Enforcement, Field Operations, Motors and SCORPION Unit
O.C.G.A. § 15-16-10

Chief Law Enforcement Officer Activities

- Field Operations – 5743 Civil papers and TPOs served
- Traffic – Traffic stops/citations/warnings – 3105
 - 88 arrests
- SCORPION
 - 339 Arrest warrants secured
 - 402 Warrants secured
 - 155 Wanted persons located
 - 75 Guns seized
- Motors – Traffic stops/warnings/citations – 188
 - Special details – 3177 hours
- K-9
 - 4736 Service Calls
 - 1109 Traffic stops
 - 118 Stolen vehicles recovered
 - 946 Building searches (narcotics)

Jail Operations Activities

- Field Operations – Jail security rounds 198 days
- Traffic – Average 10 shakedowns monthly
- SCORPION – 969 hours
- Motors – 200 hours
- K-9 – 1,755 Jail searches

Courthouse Security Activities

- Field Operations/Transport Unit – 10, 176 inmate transports
- Traffic – Assist in transporting thousands annually
- SCORPION – 23 Security details
- Motors – 113 security detail hours
- K-9 – 1,869 Building sweeps



Compensation & Salary Adjustment for sworn staff

Immediate change in salaries allows time for the FCSO Pay Plan to be vetted for future implementation

This illustrates the new salary structure and the impact of salary compression throughout the FCSO
Enact a Sheriff's Office Key Classification Plan allowing adjustment of positions without impacting other County departments

Projection: \$16.6 Million

	Current pay	Proposed pay
Detention Officer	45,000	63,000
Deputy Sheriff	50,000	70,000

Compensation Plan Highlights

- The FCSO is successful in recruiting, but lacks retention due to salary and other factors
- Funding a new competitive salary structure could eliminate the need for bonuses
- The plan increases minimum pay for deputies and detention officers
- The current salary structure is non-competitive, resulting in high turnover
- 40% salary increase sworn



Compensation & Salary Adjustment for sworn staff continued

Options for consideration

		Proposed Pay Increase Options				
	Current pay	20%	25%	30%	35%	40%
Detention Officer	45,000	54,000	56,200	58,500	60,750	63,000
Deputy sheriff	50,000	60,000	62,500	65,000	67,500	70,000
Budget increase		8.2 million	10.3 million	12.4 million	14.4 million	16.6 million



Overtime Payment in Lieu of Accrual of Comp time

FCSO moved to implement overtime compensation as earned, ending the accrual of 480/240 hours before overtime eligibility

Projection: \$5.2 million

	Original funding allocation	Actual overtime spent	If paid overtime in 2022
2021	\$1.1 million	\$3.9 million	
2022	\$2.5 million	\$3.7 million	\$5.2 million

Highlights

- Overtime compensation as earned, beginning Q1 2023
- Payment of accrued leave time releases the county from inflation costs due to tenure
- No longer required to accrue 480/240 hours before overtime eligibility
- Comp-time balance for all FCISO staff is estimated at \$7 million



Triple-Overtime Pay

Funding of triple time pay for a trial period of 12 months, with mid-cycle reporting to BOC in July 2023

FCSO triple time pay will be paid to sworn officers serving in a crime-fighting capacity, and all team members working in our jail

	2023 Estimates (All OT at time and 1/2)	2023 Estimate Comp paid as earned at Triple- Pay
Jail operations Civilians	\$852,720	\$1,705,440
Sworn/POST	\$6,838,596	\$13,667,192
Total	\$7,691,316	\$15,372,632

➤ Triple overtime is essential to becoming competitive with other local law enforcement agencies

➤ Triple overtime pay could help increase staff attendance, productivity, and retention