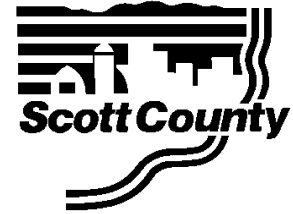


HUMAN RESOURCES DEPARTMENT
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Date: January 2, 2024

To: Mahesh Sharma, County Administrator

From: Vanessa Wierman, Human Resources Director

Subject: Field Training Officer Supplemental Pay

As you are aware, recruitment as a whole has been a challenge for the County, particularly for the position of Correction Officer. Recognizing the strain on staff due to recruitment difficulties, the Board has approved several resolutions to help address immediate needs. In August 2022, the Board approved temporarily increasing the Field Training Officer supplemental pay from \$2.00/hr to \$5.00/hr for each hour such duties are actually performed for Correction Officers. This measure has played an important role in retaining experienced Field Training Officers in the role.

In June 2023, the Board approved to extend the temporary increase until December 31, 2023. Currently, there are ten (10) open Correction Officer positions and our recruitment and training efforts are ongoing to fill these vacancies. To continue incentivizing current Field Training Officers to remain in the vital trainer role, I am recommending the Board extend the supplemental pay increase until August 31, 2024. This continued support will ensure the training program remains a successful part of the onboarding process for newly hired Correction Officers.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

JANUARY 4, 2024

APPROVING EXTENSION OF FIELD TRAINING OFFICER PAY AMOUNT

WHEREAS, the Sheriff's office continues to experience turnover and recruiting challenges;

WHEREAS, the Sheriff has requested authorization to incentivize current Field Training Officers to continue in the role;

WHEREAS, the funds needed for this incentive can come from the Sheriff's current salary budget authority and does not require additional funding.

NOW THEREFORE, BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the Field Training Officer (FTO) rate established in Policy I shall be increased to \$5.00 an hour for each hour such duties are actually performed through August 31, 2024 by Correction Officers, Corrections Custodial Officers, Corrections Food Service Officers and Supervisor.

Section 2. That this resolution shall take effect January 1, 2024 and ends on August 31, 2024.