

1  
2  
3 **2023 RES-090**

4 **ADDRESSING WAGE COMPRESSION IN THE DANE COUNTY SHERIFF'S OFFICE.**

5 Based upon a reallocation audit conducted in 2022, Employee Relations found that there were  
6 wage compression issues in the Dane County Sheriff's Office between the Wisconsin  
7 Professional Police Association represented Sergeant and Lieutenants and the non-represented  
8 Captains and the Chief Deputy Sheriff. As a result of that finding, the Captains were reallocated  
9 to the M-17 pay range and the Chief Deputy Sheriff was reallocated to the M-18 pay range.

10  
11 After the 2023 collective bargaining agreement was approved by the County Board, the Sheriff's  
12 Office requested a subsequent review from Employee Relations, noting that the agreement may  
13 have reversed the adjustment that was provided by the 2022 reallocation.

14  
15 Employee Relations reviewed this subsequent request and again noted that there was wage  
16 compression between the Sergeant and Lieutenants and the Captains and the Chief Deputy  
17 Sheriff.

18  
19 In Employee Relations' audit of the reallocation request, the Division found it was common for  
20 other Wisconsin Counties to extend the educational incentive to the leadership of their Sheriff's  
21 office. However, in Dane County, the Captains and the Chief Deputy Sheriff do not receive  
22 educational incentive pay while the Sergeants and Lieutenants do receive the educational  
23 incentive pay. Employee Relations in its recent audit found that if educational incentive pay  
24 were provided, the wage compression issue would likely be addressed. Further, providing  
25 educational incentive pay to Captains and the Chief Deputy Sheriff would ensure that as  
26 Sergeants and Lieutenants promote into leadership positions these individuals would keep their  
27 educational incentive benefit.

28  
29 **THEREFORE, BE IT RESOLVED** that the Captains and the Chief Deputy Sheriff in the Dane  
30 County Sheriff's Office shall receive educational incentive pay that the Sergeants and  
31 Lieutenants receive under the Collective Bargaining Agreement with the Wisconsin Professional  
32 Police Association – Supervisory Law Enforcement Unit.