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From: Greene, Thomas
Sent: Thursday, January 25, 2007 4:07 PM
To: 'deborah.knight@ci.sultan.wa.us'
Subject: Cost spreadsheets

Deborah,

Attached are spreadsheets for a detective, 3rd step deputy and master patrol deputy. This should complete your set of our cost documentation. I should not a couple of things for you, however.

Our history in contracting has been to bring officers over to county employment at step two. We recently changed our lateral entry program to allow for us to bring in laterals at step 3 to be more competitive. We would do the same for contracting entities unless the city wants to save some money and start them at step one or two. I gave you the spreadsheet for step four deputy yesterday and shouldn't have. Use step

three for your cost comparisons. (It takes one year only to reach step four. If this represents a drop in compensation for your officers, we have found that the variety of career opportunities we offer often outweigh a temporary drop in pay.)

As to bringing your chief over as a lieutenant, he has been known to say he wouldn't do that but perhaps if the opportunity presented itself, he would have a change of heart. Nevertheless, we will have to enter into an MOU with the captains and lieutenants' bargaining unit similar to the one we did with the Deputy Sheriffs' Association to bring in sergeants. Also, if the City wanted to have a master patrol deputy(ies) rather than sergeants, then we would have to enter into an MOU with the DSA over that too, since we have never contracted with a city that had such a rank.

I am puzzled though over one thing. If the city council declined to give your chief a raise, why do you think they would pay him what we pay our lieutenants through a contract?

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