



County of Milwaukee  
**Office of the Sheriff**

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David A. Clarke, Jr.  
Sheriff

**DATE:** March 28, 2011

**TO:** Supervisor Johnny Thomas

**FROM:** Jon C. Priebe, Public Safety Fiscal Administrator

**SUBJECT:** Informational Report regarding the savings as a result of converting positions within the Criminal Justice Facility from Deputy Sheriffs to Correctional Officers

### **BACKGROUND**

At the March 10, 2011 meeting of the Committee on Finance and Audit information was requested of the Office of the Sheriff during the discussion on the abolishment of Deputy Sheriff Sergeants and the creation of Correctional Officers Lieutenants regarding the savings that the Office of the Sheriff has experienced due to converting positions within the Criminal Justice Facility from Deputy Sheriffs to Correctional Officers.

### **IMPACT OF CONVERSION**

The 2005 Adopted Budget for the Office of the Sheriff began a program of replacing Deputy Sheriff positions in the Criminal Justice Facility with Correctional Officer positions. The 2005 Adopted Budget granted the authority for the abolishment in total of 200 positions of Deputy Sheriff upon vacancy and the creation of 200 Correctional Officers. The 2011 Adopted Budget increased that authority to 250 positions.

Since 2005, 234 positions of Deputy Sheriff have been vacated and subsequently 234 positions of Correctional Officer have been created. The table below depicts the year by year savings from the conversion of positions that were budgeted to occur within that year.

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Year	# of Pos. converted	Cost Per Deputy	Cost Per CO	Var. b/t DS&CO	Total Savings
2005	37.5	\$74,555	\$51,066	(\$23,489)	(\$880,852)
2006	12.5	\$80,784	\$63,835	(\$16,949)	(\$211,866)
2007	42	\$91,823	\$73,131	(\$18,692)	(\$785,069)
2008	22	\$93,803	\$69,804	(\$23,999)	(\$527,970)
2009	18	\$98,313	\$75,536	(\$22,777)	(\$409,981)
2010	42	\$89,219	\$64,535	(\$24,684)	(\$1,036,712)
2011	60	\$95,005	\$66,185	(\$28,820)	(\$1,729,176)
Total	234				(\$5,581,624)

Total salary and benefit savings from the program to replace vacant Deputy Sheriff positions in the Criminal Justice Facility with Correctional Officer is \$5,581,624.

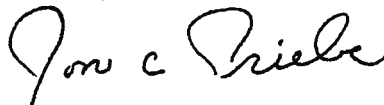
In addition to salary savings, there are other expenditure reductions that have occurred. Substantial overtime savings have resulted due to a decreased amount of time spent in training by a new recruit. Recruit training for a new position of Deputy Sheriff was 1,080 hours in length, consisting of 760 hours of classroom training plus two weeks field training in each of the four bureaus of the Sheriff's Office. Recruit training for a Correctional Officer is 320 hours, consisting of 240 hours of classroom training plus two weeks of field training in the detention bureau.

While officers are in training, other officers work overtime to staff security posts. The time that a Correction Officer spends in training is 760 less than the time that a Deputy Sheriff spent in training. The overtime savings from the reduction in training hours for the 234 Correction Officers hires was \$9,160,395 since 2005.

In addition, there are a number of employee benefits afforded to Deputy Sheriffs that Correctional Officers do not receive. These include: a higher amount of uniform allowance, a higher pension multiplier, hazardous duty pay, an educational bonus and longevity pay.

Please let me know if there is additional information regarding the conversion of Deputy Sheriffs to Correctional Officers that you desire.

Sincerely,



Jon C. Priebe  
Milwaukee County Sheriff's Office

cc: Richard Schmidt, Inspector  
Stephen Cady, Fiscal Research Analyst, County Board  
Carol Mueller, Committee Clerk, County Board

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