

Williamson County Sheriff's Department Summary of Possible 65th, 75th, 85th, and 95th Percentile Scenarios Comparison

Job Title	Cost: \$1.64 Million			Cost: \$2.72 Million			Cost: \$3.81 Million			Cost: \$5.79 Million		
	65th Percentile Scenario			75th Percentile Scenario			85th Percentile Scenario			95th Percentile Scenario		
	Rank Avg. % Increase	Rank New Avg. Compa-Ratio*	Median Years in Job	Rank Avg. % Increase	Rank New Avg. Compa-Ratio*	Median Years in Job	Rank Avg. % Increase	Rank New Avg. Compa-Ratio*	Median Years in Job	Rank Avg. % Increase	Rank New Avg. Compa-Ratio*	Median Years in Job
DEPUTY CHIEF	9.1%	110%	9.9	28.1%	104%	9.9	35.8%	104%	9.9	49.4%	104%	9.9
DIRECTOR OF TRAINING	8.2%	100%	2.2	25.0%	95%	2.2	33.5%	95%	2.2	42.7%	93%	2.2
CAPTAIN	2 tenure adjustments			3 tenure adjustments			3 tenure adjustments			3 tenure adjustments		
	8 total employees			8 total employees			8 total employees			8 total employees		
LIEUTENANT	10.0%	98%	2.9	25.4%	95%	2.9	33.1%	95%	2.9	43.6%	93%	2.9
	13 tenure adjustments			12 tenure adjustments			12 tenure adjustments			12 tenure adjustments		
	25 total employees			25 total employees			25 total employees			25 total employees		
LEAD FORENSIC TECH SPECIALIST												
INVESTIGATIVE SERGEANT												
SERGEANT (Recruitment)												
SPECIAL OPS SERGEANT	9.4%	97%	2.8	19.7%	96%	2.8	25.1%	95%	2.8	36.7%	95%	2.8
SERGEANT	15 tenure adjustments			15 tenure adjustments			16 tenure adjustments			16 tenure adjustments		
TRAINING SERGEANT	37 total employees											
COURT SERVICES SERGEANT												
K9 SERGEANT												
SRO SERGEANT												
INVESTIGATOR												
SPECIAL OPS DEPUTY												
DEPUTY	8.5%	95%	4.4	11.5%	96%	4.4	17.7%	95%	4.4	29.3%	95%	4.4
COURT SERVICES DEPUTY	100 tenure adjustments			77 tenure adjustments			79 tenure adjustments			81 tenure adjustments		
SRO DEPUTY	134 total employees											
LITTER CREW DEPUTY SHERIFF												
DETENTION DEPUTY	8.6%	89%	1.3	9.5%	89%	1.3	14.8%	88%	1.3	26.3%	88%	1.3
	18 tenure adjustments			4 tenure adjustments			4 tenure adjustments			5 tenure adjustments		
	43 total employees			43 total employees			43 total employees			43 total employees		
Supervisory differentials		26			37			36			31	
Cost		\$114,793			\$178,320			\$173,381			\$ 96,049	
Avg. Increase		\$ 4,415			\$ 4,819			\$ 4,380			\$ 3,098	
Tenure Adjustment Table compared to County General		Less aggressive			Same			Same			Same	
Tenure Increases Cost		\$457,784			\$937,958			\$1,204,423			\$1,409,286	
Avg. Tenure Adjustment %		4.0%			9.60%			11.60%			12.4%	

* Compa-Ratio = Salary divided by Pay Range Midpoint