

Tazewell County Board



*David Zimmerman, Chairman of the Board
David A. Jones, County Administrator*

To: David Zimmerman, Chairman, and County Board Members
From: David A. Jones, County Administrator *D.A.J.*
Date: October 26, 2010
Subject: Information Request: Cost of One New-Hire Deputy

During the budget deliberations, Board Member Mel Stanford requested that staff calculate the total cost of one new-hire deputy. As I try to do when information that could be used to formulate policy decisions is disseminated to a particular Board member, I am making this information available to all County Board members as it might be useful in discussions at a later date.

Due to Chief Deputy Dick Ganschow's retirement and the employee promotions that followed to fill each position within the chain of command, there is one deputy position vacancy in the Tazewell County Sheriff's Office. I have asked new Chief Deputy Jeff Lower to delay the hiring of this position for several months—and to this point the Sheriff has not requested a replacement hire—consistent with conversations I've had with other departments over the past year or so when attrition causes a vacancy.

Assuming a new deputy started December 1, which is unlikely but used for illustrative purposes, the first-year cost to the County would be approximately \$57,934. This cost would be split between the General Fund, IMRF (Pension) and Social Security funds, with a very small impact on the Risk Management Fund. The exact cost of one new-hire deputy for one year depends on several factors, including whether or not the employee has a college degree, how many holidays he or she works, the shift assigned, what type of health insurance taken, etc.; however, \$57,934 is a reasonable figure for the first year. I can't speak to the impact the loss of one deputy might have on overtime costs. I have not assumed any costs for a vehicle, etc., since there is a vacancy and a vehicle available for a replacement hire. This figure would not be applicable to deputies beyond the current number of deputies authorized in the Sheriff's Office.

If you have any questions, please let me know.