

## Sheriff's Office Staffing Summary

### June 10, 2013

Several questions have arisen regarding the recommended staffing levels for law enforcement. The following provides a summary of the situation.

The 2010-2012 Strategic Plan from the Manatee County Sheriff's Office relates a staffing 1.99 deputy-per-1,000 population ratio (p. 16). The Plan goes on to say this "ratio has been way below the 2.8 average observed for county agencies nationwide, as reported by the FBI annual publication 'Crime in the United States – 2008'." Additionally, the plan states "In order to safely and efficiently service our community, our staffing goal is to reach and sustain the minimum average of 2.2 deputies per 1,000 citizens as reported by the same FBI publication, for the South Atlantic Region (cities with populations between 100,000 to 249,000), of which Manatee County belongs to."

A similar approach is advocated in the 2013-2015 Strategic Plan, which states that the MCSO current LE officers per 1,000-population ratio is 1.87. Of note, the FBI report, Crime in the United States compares agency staffing levels to national and regional averages and is not a recommended staffing level.

In a poll of neighboring jurisdictions, results of staffing ratios and desired level of service standards were mixed. Charlotte County advises they have allocated staffing meeting 1.73/1000 residents, which includes all sworn law enforcement from the Sheriff on down. Pinellas County BCC has not made a set determination on Sheriff staffing based on ratios. The Sheriff's FY13 budget presentation showed a ratio of 1.6 officers for every 1000 citizens in their service area. Polk County Sheriff has a desired level of service of 1.7 deputies per 1,000 residents in the unincorporated area, however that level of service standard has not been achieved since 2000. Based on 2012 data, the unincorporated population was 378,797, so with an allocation of 604 deputies, the ratio was 1.59 deputies per 1000 population.

Jurisdiction	Current staffing	Goal staffing	Comments
Charlotte	1.73	2	Currently do analysis based on service needs
DeSoto		N/A	No formula provided by Sheriff
Pinellas	1.6	N/A	operational workload better measurement
Manatee	1.87	3	MSO Strategic Plan 2013-2015

A survey completed by the Florida Department of Law Enforcement normalizes these numbers for each of the 67 counties and is attached for reference.

Police agencies routinely speak about "recommended officers per 1,000 population" or a "National Standard" for staffing, or comparisons to other municipalities. ***The use of police to population ratios (ie: officer per thousand) as a true measure is generally understood to be inappropriate for setting law enforcement staffing.*** This is a belief that is typically echoed by the ICMA and the International Association of Chiefs of Police (IACP). Jurisdictions must look past this 'measure' and specifically get to operational workload and deployment with measures such as peak service times,

response times for certain types of calls, discretionary patrol time, etc. Officer per 1000 ratios do not always correlate to impacts in crime levels (There are instances of locations having very high officer per 1000 ratios that have serious crime concerns while in comparison, there are locations with lower officer per 1000 ratios seeing lower crime impacts.) Officer per 1000 is more of a historical benchmarking, than an operational measure.

The International Association of Chiefs of Police (IACP) states; "Ready-made, universally applicable patrol staffing standards do not exist. Ratios such as officers-per-thousand population are totally inappropriate as a basis for staffing decisions."

## Full Time Officer Ratios: Sheriff's (2011)

Agency	Officer Count (LE)	Total Population	Ratio Per 1000 (LE)	Officer Count (Concurr ent)	Ratio Per 1000 (Concurrent)
Lafayette County Sheriff's Office	3	8752	0.34	9	1.4
Holmes County Sheriff's Office	10	17,139	0.58	15	1.5
Union County Sheriff's Office	9	15,473	0.58	2	0.71
Hamilton County Sheriff's Office	6	10,208	0.59	16	2.2
Sumter County Sheriff's Office	68	84,815	0.8	48	1.4
Suwannee County Sheriff's Office	29	36,357	0.8	26	1.4
Liberty County Sheriff's Office	8	8,370	0.96	4	1.4
Jefferson County Sheriff's Office	12	12,210	0.98	10	1.8
Bradford County Sheriff's Office	23	22,731	1	13	1.6
Calhoun County Sheriff's Office	12	11,639	1	3	1.3
Collier County Sheriff's Office	275	287,891	1	350	2.2
Lee County Sheriff's Office	403	398,809	1	297	1.8
Marion County Sheriff's Office	261	268,905	1	147	1.5
Pasco County Sheriff's Office	414	429,120	1	161	1.3
Santa Rosa County Sheriff's Office	139	140,021	1	55	1.4
Dixie County Sheriff's Office	16	14,657	1.1	14	2
Levy County Sheriff's Office	37	33,711	1.1	38	2.2
Nassau County Sheriff's Office	69	62,174	1.1	39	1.7
Clay County Sheriff's Office	203	175,833	1.2	83	1.6
Columbia County Sheriff's Office	67	55,476	1.2	32	1.8
Gadsden County Sheriff's Office	37	29,645	1.2	18	1.9
Highlands County Sheriff's Office	96	77,132	1.2	47	1.9
Charlotte County Sheriff's Office	193	143,722	1.3	125	2.2
Desoto County Sheriff's Office	36	27,116	1.3	20	2.1
Hardee County Sheriff's Office	25	19,791	1.3	18	2.2
Jackson County Sheriff's Office	51	38,885	1.3	11	1.6
Manatee County Sheriff's Office	337	256,121	1.3	172	2
Okeechobee County Sheriff's Office	44	34,289	1.3	43	2.5
Sarasota County Sheriff's Office	323	250,560	1.3	104	1.7
St. Johns County Sheriff's Office	222	173,565	1.3	49	1.6
Baker County Sheriff's Office	39	26,927	1.4	23	2.3
Citrus County Sheriff's Office	191	140,956	1.4	33	1.6
Escambia County Sheriff's Office	341	247,322	1.4	93	1.8
Flagler County Sheriff's Office	123	89,097	1.4	11	1.5
Hernando County Sheriff's Office	224	165,367	1.4	8	1.4
Hillsborough County Sheriff's Office	1144	842,395	1.4	171	1.6
Martin County Sheriff's Office	175	128,236	1.4	103	2.2
Polk County Sheriff's Office	559	398,007	1.4	179	1.9
Taylor County Sheriff's Office	22	15,523	1.4	13	2.3
Washington County Sheriff's Office	29	21,018	1.4	12	2
Gilchrist County Sheriff's Office	22	14,998	1.5	4	1.7
Indian River County Sheriff's Office	137	92,315	1.5	79	2.3
Madison County Sheriff's Office	24	16,426	1.5	13	2.3
Pinellas County Sheriff's Office	574	375,636	1.5	281	2.3
Glades County Sheriff's Office	20	12,812	1.6	18	3
Hendry County Sheriff's Office	50	31,747	1.6	23	2.3
Putnam County Sheriff's Office	94	59,887	1.6	21	1.9

Seminole County Sheriff's Office	326	208,627	1.6	152	2.3
Leon County Sheriff's Office	160	93,796	1.7	149	3.3
Palm Beach County Sheriff's Office	1244	738,838	1.7	398	2.2
Wakulla County Sheriff's Office	52	30,877	1.7	33	2.8
Orange County Sheriff's Office	1375	742,698	1.9	10	1.9
Volusia County Sheriff's Office	429	222,162	1.9	1	1.9
Broward County Sheriff's Office	1195	579,815	2	577	3.1
Gulf County Sheriff's Office	25	12,327	2	4	2.4
Okaloosa County Sheriff's Office	250	122,056	2	7	2.1
Osceola County Sheriff's Office	360	177,648	2	28	2.2
St. Lucie County Sheriff's Office	141	71,866	2	161	4.2
Brevard County Sheriff's Office	480	224,329	2.1	52	2.4
Jacksonville Sheriff's Office	1752	823,444	2.1	119	2.3
Lake County Sheriff's Office	216	101,823	2.1	138	3.5
Alachua County Sheriff's Office	247	107,489	2.3	80	3
Bay County Sheriff's Office	208	87,759	2.4	19	2.6
Franklin County Sheriff's Office	16	6,551	2.4	16	4.9
Miami-Dade Police Department	2939	1,197,571	2.5	0	2.5
Walton County Sheriff's Office	145	50,301	2.9	19	3.3
Monroe County Sheriff's Office	141	47,248	3	77	4.6

## **Sheriff's Office Law Enforcement - Salaries (2011)**

### **DATA OVERVIEW**

The Criminal Justice Agency Profile Report (CJAP) is created annually to obtain compensation and benefit information of criminal justice agencies in the state of Florida. Section 943.18, F. S., requires that the Criminal Justice Standards and Training Commission (CJSTC), "...make a comprehensive study of the compensation and benefits paid to law enforcement and correctional officers throughout the state...", which should include the factors upon which compensation is based. .

This report is a tool for evaluating compensation paid to criminal justice personnel and assists criminal justice agencies in determining the level of compensation required to attract and retain qualified law enforcement and correctional personnel. The report's questions are limited to entry-level sworn officers (in law enforcement and correctional) and the minimum compensation provided. The report also provides comparative data on topics such as pre-employment requirements; available insurance programs; annual leave; retirement options; special units; training programs; educational requirements; and full-time officer demographics.

If you have questions on the information provided by a specific agency, please contact them directly. Agency contact information can be found on the FDLE website. The 2009, 2010 and 2011 CJAP report is currently available on the FDLE web site.

## Sheriff's Office Law Enforcement - Salaries (2011)

Agency	County	Entry Salary	Sergeant Min. Salary	Lieutenant Min. Salary	Min. Salary Increase %
Hamilton County Sheriff's Office	Hamilton	20,000	--	--	Not Applicable
Holmes County Sheriff's Office	Holmes	25,000	--	--	Not Applicable
Jefferson County Sheriff's Office	Jefferson	25,000	--	--	Not Applicable
Lafayette County Sheriff's Office	Lafayette	26,000	--	--	Not Applicable
Liberty County Sheriff's Office	Liberty	27,000	31,500	--	Not Applicable
Calhoun County Sheriff's Office	Calhoun	28,000	32,000	37,000	Not Applicable
Jackson County Sheriff's Office	Jackson	28,000	28,798	29,771	Not Applicable
Dixie County Sheriff's Office	Dixie	28,210	29,571	32,640	Not Applicable
Washington County Sheriff's Office	Washington	28,538	37,856	44,619	Not Applicable
Marion County Sheriff's Office	Marion	28,600	41,200	--	Not Applicable
Levy County Sheriff's Office	Levy	28,840	35,500	47,000	Not Applicable
Putnam County Sheriff's Office	Putnam	29,120	36,000	50,000	Not Applicable
Santa Rosa County Sheriff's Office	Santa Rosa	29,670	35,320	42,162	Not Applicable
Bradford County Sheriff's Office	Bradford	30,000	36,000	--	Not Applicable
Columbia County Sheriff's Office	Columbia	30,000	38,500	43,000	Not Applicable
Gadsden County Sheriff's Office	Gadsden	30,000	40,628	45,000	Not Applicable
Gilchrist County Sheriff's Office	Gilchrist	30,000	32,000	36,000	Not Applicable
Gulf County Sheriff's Office	Gulf	30,000	32,500	35,000	Not Applicable
Nassau County Sheriff's Office	Nassau	30,000	45,000	52,000	Not Applicable
Suwannee County Sheriff's Office	Suwannee	30,000	34,751	--	Not Applicable
Union County Sheriff's Office	Union	30,000	34,000	38,500	Not Applicable
Wakulla County Sheriff's Office	Wakulla	30,000	40,000	45,000	Not Applicable
Madison County Sheriff's Office	Madison	30,900	36,050	40,624	Not Applicable
Franklin County Sheriff's Office	Franklin	31,000	31,500	32,000	Not Applicable
Taylor County Sheriff's Office	Taylor	31,364	33,000	33,000	Not Applicable
Highlands County Sheriff's Office	Highlands	31,796	51,406	60,126	Not Applicable
Bay County Sheriff's Office	Bay	32,000	32,960	34,361	Not Applicable
Baker County Sheriff's Office	Baker	32,034	40,675	46,755	Not Applicable
Desoto County Sheriff's Office	DeSoto	32,494	41,263	48,525	Not Applicable
Escambia County Sheriff's Office	Escambia	32,895	41,929	--	Not Applicable
Hardee County Sheriff's Office	Hardee	33,000	35,500	42,500	Not Applicable
FLagler County Sheriff's Office	Flagler	33,012	40,439	77,000	Not Applicable
Alachua County Sheriff's Office	Alachua	33,362	47,213	61,047	Not Applicable
Sumter County Sheriff's Office	Sumter	33,396	58,373	--	Not Applicable
Walton County Sheriff's Office	Walton	33,588	41,000	48,000	Not Applicable
Okaloosa County Sheriff's Office	Okaloosa	33,592	46,446	53,809	Not Applicable
Okeechobee County Sheriff's Office	Okeechobee	34,000	45,500	52,000	Not Applicable
Volusia County Sheriff's Office	Volusia	34,412	43,647	48,698	Not Applicable
Clay County Sheriff's Office	Clay	34,650	46,974	54,827	Not Applicable
St. Johns County Sheriff's Office	St. Johns	35,000	53,869	65,766	Not Applicable

Citrus County Sheriff's Office	Citrus	35,071	44,193	50,597	Not Applicable
Lee County Sheriff's Office	Lee	35,294	50,000	65,000	Not Applicable
Lake County Sheriff's Office	Lake	35,485	39,033	42,936	Not Applicable
Brevard County Sheriff's Office	Brevard	36,000	52,289	61,154	Not Applicable
Hendry County Sheriff's Office	Hendry	36,000	42,650	51,000	Not Applicable
Seminole County Sheriff's Office	Seminole	36,089	42,931	51,064	3
St. Lucie County Sheriff's Office	St. Lucie	36,500	62,860	73,655	Not Applicable
Glades County Sheriff's Office	Glades	36,757	41,998	--	Not Applicable
Polk County Sheriff's Office	Polk	36,904	54,571	63,783	Not Applicable
Orange County Sheriff's Office	Orange	37,523	54,953	67,641	Not Applicable
Osceola County Sheriff's Office	Osceola	37,745	46,009	52,676	Not Applicable
Indian River County Sheriff's Office	Indian River	38,950	60,680	73,809	Not Applicable
Jacksonville Sheriff's Office	Duval	39,324	60,804	77,844	Not Applicable
Pasco County Sheriff's Office	Pasco	39,382	54,211	72,245	Not Applicable
Hernando County Sheriff's Office	Hernando	39,401	55,841	78,107	Not Applicable
Charlotte County Sheriff's Office	Charlotte	39,520	51,134	68,555	Not Applicable
Leon County Sheriff's Office	Leon	39,554	60,900	69,256	Not Applicable
Manatee County Sheriff's Office	Manatee	39,689	66,901	81,368	Not Applicable
Sarasota County Sheriff's Office	Sarasota	40,000	60,000	68,275	3
Monroe County Sheriff's Office	Monroe	40,660	51,893	52,716	Not Applicable
Collier County Sheriff's Office	Collier	40,828	51,076	80,205	Not Applicable
Pinellas County Sheriff's Office	Pinellas	41,284	62,285	75,780	Not Applicable
Martin County Sheriff's Office	Martin	42,120	62,462	90,459	Not Applicable
Broward County Sheriff's Office	Broward	44,744	54,394	63,861	Not Applicable
Hillsborough County Sheriff's Office	Hillsborough	44,881	73,470	83,407	0
Palm Beach County Sheriff's Office	Palm Beach	47,220	73,440	95,676	4.5
Miami-Dade Police Department	Dade	50,490	82,450	95,553	5