

SHERIDAN COUNTY SHERIFF'S OFFICE

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W. LEVI DOMINGUEZ
SHERIFF

To: Board of County Commissioners & Sheridan County Clerk
Date: March 14, 2025
RE: Request to Consider Pay Raise/Shift Differential

Sheridan County Commissioners,

Sheridan County is in the top five most expensive counties to live within the state. That being said, thirteen (13) other Wyoming counties within the state pay more than the Sheridan County Sheriff's Office. Two years ago, that number was seventeen (17). I would like to acknowledge and thank many of you on the commission for recognizing the need two years ago to increase our starting wage and give well-deserved raises to the sheriff's office staff. While Sheridan County is a very desirable place to live, we need to be proactive so we do not find ourselves in a staffing crisis as we did two years ago from losing quality staff and candidates to surrounding law enforcement agencies. For example, our starting Patrol Deputy annual salary is \$54,184.46. Johnson County's starting Patrol Deputy annual salary is \$64,983.12, Campbell County's starting Patrol Deputy annual salary is \$59,592.00, Sheridan Police Department's starting officer annual salary (after completion of WLEA) is \$66,876.00, The Sheridan VA Police Department's starting officer annual salary is \$71,053.00, and the Wyoming Highway Patrol's starting trooper annual salary is \$60,944.00. All of these law enforcement agencies also offer shift differential pay as high as \$2.00/hour for working nights.

While I hope the county still plans to administer a 2.5% raise to all county employees, I'm not optimistic the raise will entice our staff to stay when surrounding agencies are offering more. I would graciously request the county consider a 10% raise to our current Patrol and Detention Deputies as well as a 10% increase to the starting Patrol and Detention Deputies annual salary. This will increase our starting Patrol Deputy annual salary to \$59,809.50 and Detention Deputy annual salary to \$56,927.54. As you can see, this 10% raise will allow our office to be competitive with surrounding agencies so we do not risk losing our staff which is our most valuable investment. *1.5K MORE THAN LARAMIE CO.*

I would also like to propose a shift differential pay for all Patrol and Detention Deputies. This would include a \$2.00/hr. pay differential for Patrol and Detention Deputies scheduled on nights through 3:00 AM and an additional \$1.00/hr. pay differential for Detention Deputies working from 3:00 AM-7:00 AM. The shift differential pay will acknowledge the hardships shiftwork has on the employee. The implementation of the above shift differential pay will assist in the current staffing crisis at the sheriff's office and compete with other agencies throughout the state who have already implemented a shift differential pay or, are requesting one.

This is certainly a county wide issue and I would advocate all county employees see an additional raise on top of the 2.5% raise and, most importantly, the starting wages for county positions be increased to assist with the recruitment hardships due to the high cost of living within the county.

I look forward to discussing this further with all of you during our budget May 5, 2025 budget meeting. Please don't hesitate to reach out if you have any questions.

Respectfully,



W. Levi Dominguez
Sheridan County Sheriff

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