

## **Development of a Competitive Compensation Plan**

Richard H. Sloan

This study examines the existing compensation plan of the Polk County Sheriff's Office and circumstances which caused this plan to become noncompetitive in relation to the salary structures of competing agencies. It also looks at the development of a new compensation model and the political and economic factors involved in funding a new plan. Specific strategies and recommendations are presented to address implementation. It is shown that there is no significant difference in annual funding requirements between the existing plan and a new plan recently proposed by an external consultant. However, due to the significant costs involved in correcting problems as a result of funding shortages, it will be necessary to adopt a multi-year strategy to bring equity back to the sheriff's office pay structure.