



## Summary of SB 366

### COPS Task Force Legislation

Requires each county to perform a wage and compensation study for every employee of the Sheriff's Office.

Wage and compensation studies shall provide regional or be comparable with each employee's wage and compensation data.

The Department of Community Affairs (DCA) shall establish the methodologies. The methodology shall be based upon law enforcement agencies of surrounding jurisdictions and be based on officers who are P.O.S.T. certified. The methodology shall be based on jurisdictions of similar size and labor market.

**The county and the Sheriff must agree on the qualified personnel who conduct the wage and compensation study.**

Provides for a staggered schedule for mandated study completion date.

- All counties having a population of 18,000 or less by December 31, 2019
- All counties having a population of 18,001 but not more than 40,000 by December 31, 2020
- All counties having a population of 40,001 by December 31, 2021

Counties who have completed a study between July 1, 2016 and July 1, 2018 that meets the requirements of the bill may forward that study to DCA by December 31, 2018.

Requires counties to use the wage and compensation study to "inform" and "guide" the development of a pay scale. The **guidance pay scale** developed and maintained pursuant to this subsection shall not be construed as requiring the county or the sheriff's office fund the wage and compensation study.

Counties are required to submit the **guidance pay scale** for all employees of the sheriff's offices (P.O.S.T. certified) to DCA pursuant to the rules promulgated by DCA.

Requires DCA to notify a county of failure to comply with any of the requirements. The county must submit corrective action to DCA within 60 days. **Failure to comply with the corrective action will result in the revocation of qualified local government status.**

Establishes a grant program within DCA for local law enforcement compensation grant program **contingent upon funding by the state.** With preference given to tier 1 counties who;

- have adopted and maintained a **guidance pay scale**;

- have demonstrated a financial need, and that grant funds will the county to achieve greater parity and equity in its **guidance pay scale**;
- have demonstrated their efforts to maximize current law enforcement agency funding including but not limited to **contracting for services through other local or state law enforcement partners**; and
- will use the funds for the compensation of employees of the sheriff's office.

Grant funds shall not be used to supplant local funds but be used as if available for compensation of employees of the Sheriff's office.

The commissioner of DCA can **revoke the qualified local government status of any county who misappropriates funds awarded through the grant program.**

The commissioner of DCA can only **reinstate qualified local status when funds are paid back.**