

**Elected Official:** Yearly salary is determined by the state. 60% of a part-time Prosecutor.

**Colonel/Chief Deputy:** Most Chief Deputies make 60% of the Sheriff's salary. 60% of the sheriff's salary is \$64,140 which is roughly a .04% raise for 2024.

**Deputies:** The average salary for a deputy for other counties similar in size to Washington County in 2023 is \$50,970. Washington County deputies are \$2,323 below the average salary. (See chart with numbers compiled by the Indiana Sheriff's Association 2023 Salary Study.) If the average deputy in other counties get a .03% raise in 2024, the average deputy salary will go to \$52,499. I am asking for a .07% raise in 2024 to bring our non-ranking deputy salary to \$52,052. I asked for a .07% raise for ranking deputies as well.

**Education/Certification:** In 2021 the county council agreed to give an additional \$1,200/year to those deputies with instructor certifications or who perform extra duties in Firearms Training, Evidence Room Manager, Emergency Vehicle Operations and Defensive Tactics.

**Sign On Bonus:** In 2021 the county council agreed to offer a one-time sign on bonus of \$1,500 for an officer who is hired on the Washington County and already has already graduated from the Indiana Law Enforcement Academy. We have used this bonus twice.

**Merit Board:** I am asking for the same amount as the past two years.

**Transporting Inmates:** The amount was \$4,000 the past two years. We did not serve a lot of warrants the past couple of years due to Covid. We are now actively serving warrants again. The U.S. Marshall's served a high-profile warrant of ours last year in California and the cost to bring the arrested person back to Indiana was \$4,100. We have another high-profile warrant that could be served at any time and the cost to return the arrested person could be similar to the last one.

**Jail Administrator:** This supervisor position supervises (17) employees and is my biggest under paid supervisor. The average salary for a Jail Administrator for other counties similar in size to Washington County in 2023 is \$51,047. The Washington County Jail Administrator is \$12,260 below the average salary. (See chart with numbers compiled by the Indiana Sheriff's Association 2023 Salary Study.) If the average jail administrator in other counties get a .03% raise in 2024, the average Jail Administrator salary will go to \$52,573. I am asking for a \$14,663 raise in 2024 to bring our Jail Administrator salary to \$67,236.

**Correctional Officer:** The average salary for a Correctional Officer for other counties similar in size to Washington County in 2023 is \$42,629. Washington County Correctional Officers are \$5,229 below the average salary. (See chart with numbers compiled by the Indiana Sheriff's Association 2023 Salary Study.) If the average deputy in other counties get a .03% raise in 2024, the average Correctional Officer salary will go to \$43,903. I am asking for a .15% raise in 2024 to bring our Correctional Officer salary to \$48,322. We have a turnover problem in our jail and nearly half of the Correctional Officers have left the position of the department. The continuous turnover is costing considerable overtime to cover the deficit. Across Indiana jails are struggling to maintain staffing levels. Jails experience a high

turnover with most jails having the average staff member with less than five years of experience. While there are many reasons for staff shortages, occupational risks following Covid-19 have likely contributed to many of these shortages. A study by the Department OF Justice found that correctional officers experience more non-fatal, violent incidents than any other profession besides police. The dangerous nature of the position, along with notoriously low wages, have also contributed to what has become a widespread understaffing problem.

Transport Officer/Jail Lt.: The Jail Lt. is a supervisor and is the second in command in the jail. The second in command should be making more than the correction officers because he helps train new employees, is on call 24/7 and also acts as a floater when needed. I am asking for a raise for this position to bring the 2024 salary to \$45,510.

Security/Paralegal Correctional: Court Security stayed the same as 2023. No increase for 2024.

Part Time Cook: I am asking for a \$2,000 increase for 2024. We are on track to be short for 2023 and will need to move money from part time to part time cook to help off- set the shortfall.

Janitor: Stayed the same as 2023. No increase for 2024.

Over Time/Comp/Holiday: This is one of the most difficult line items to predict as there are so many factors to consider. We often respond to or react to things that happen, that we have little or no control over, natural disasters, car accidents, domestics and drug overdoses to name a few. Inmates going to the hospital or doctor visits. Sitting on inmates who have been hospitalized. Juveniles now held in the county to be transported to and often from Vincennes. The sheriff's department is responsible for transporting warrants, Detention Orders. The county is no longer buying back vacation days from deputies. Shift coverages for short staffing in the jail, dispatch and on the road just to name a few examples.

Police Retirement: The dollar amount is decided by the company that is responsible for our police retirement.

Cell Cleaning: The amount stayed the same as it has been for the past four years. No increase for 2024.

Inmate Pop Increases: This line item is another educated guess. In 2022 we averaged 150 to 160 inmates most of the year. The number of inmates dropped early in the year but we are currently averaging about 140 inmates and the number is slowly climbing as we have started serving more (Covid warrants.)

Jail Wages: The amount stayed the same as it has been for the past three years. No increase for 2024.

Food and Laundry: The amount stayed the same as it has been for the past four years. No increase for 2024.

Cell Maintenance: The amount stayed the same as it has been for the past five years. No increase in 2024.

Garage & Motor Supply: The amount stayed the same as it has been for the past four years. No increase for 2024.

Uniforms/Clothing: The amount stayed the same as it has been for the past three years. No increase for 2024.

Cleaning Supplies: I cut \$1,500 from this line item.

Maintenance Tools/Finish: The amount stayed the same as it has been for the past three years. No increase for 2024.

Tires/Tubes: The amount stayed the same as it has been for the past two years. No increase for 2024.

Equipment Misc./Cars: I asked for an increase of \$500 for this line item. The approximate charge to equip a new vehicle is about \$10,000/vehicle and that does not include the cost of two radios. We buy the radios and pay to have them installed. I am trying to replace 3-4 vehicles per year to rotate out the old patrol vehicles. There are 16 full time officers with take home cars. We have 1 animal control officer, 1 civil process server and a maintenance vehicle that are driven almost daily. We have 6 pool cars that are used by jail staff, transport officer, reserve officers and officers who need a back-up car while there vehicle is being serviced.

Fuel: This amount stayed the same as it was last year. We have one officer that has been gone on military leave since last November. We hired three new deputies at the first of 2023 and they did not have take home vehicles for the first eight weeks as they were doing ride alongs with a field training officer.

Warrant Finance: I cut \$1,000 from this line item.

Maintenance Misc./Power: I cut \$600 from this line item.

IDAD Repair Contract: I am requesting to move \$5000 from this line item to the Warranty Security Contract line item.

Printer/Tags: I asked for a \$5,000 increase for this line item. The 800 radios that we have can no longer be updated and are nearing the end of use. We have started replacing them. The radios are currently \$5,200.48 cents each. (See attached Quote) We have currently replaced (8) radios and we need to replace about (4) a year until they have all been replaced.

Training: The amount stayed the same as it was last year. No increase for 2024.

Electronics/Supplies: The amount stayed the same as it has been for the past three years. No increase for 2024.

Law Annual Subscriptions: The amount stayed the same as it was last year. No increase for 2024.

Medical & Hospital: The amount stayed the same as it has been for the past six years. No increase for 2024.

Warranty Security Contract: I asked to move \$5,000 from IDAC Repair Contract line item to this line item to cover the continuous increase in maintenance fees for Caliber software and several contracts that we have such as E.C.S., B.I.S. and Itouch. The current estimate for Caliber Software alone is \$35,531 for 2024.

Computers: We have approximately (50) computers inside the dispatch center, jail, office areas and in vehicles. We are constantly replacing desk top computers, battery back-ups and in car tough note books. The desktop computers are currently running approximately \$890 each and the tough notebooks for the police vehicles is currently running approximately \$2,059 each. (See attached quotes) We have replaced (4) desktop notebooks and we are currently replacing (4) tough notebooks a year.

Annual Salary: The amount stayed the same as it has been for the past four years. No increase for 2024.

Police Vehicles & Equipment: The amount stayed the same as it has been for the past three years. I was told by the Auditor's Office that this amount could not change. The most recent quote I received for a year lease was over \$44,302. I can't purchase a single vehicle with this amount. I am currently leasing (4) vehicles over the next three years. It is costing approximately \$50,000 a year to lease and I am paying \$50,000 from the commissary fund each year to off-set the cost.

Telematics: The amount stayed the same as it has been for the past seven years. No increase for 2024.

Security & Maintenance: The amount stayed the same as it has been for the past seven years. No increase for 2024.

2021 American Community Survey	Rank	Deputy 2023 Salary	Dispatcher 2023 Salary	Jail Officer 2023	Jail Commander 2023	
Davies	33,281	48	49,128	41,007	41,007	51,114
Glasco	33,017	49	47,819			43,077
Clinton	33,010	50	61,886	41,466	47,403	61,793
Jasper	33,006	51	67,271	46,107	42,604	58,468
Wabash	31,120	53	52,397	42,758		49,705
Green	30,924	54	52,209	43,835		44,419
Ripley	28,383	55	45,074	39,192		
Well	28,103	56	54,752	41,600	42,204	55,893
Washington	28,025	57	48,647	37,400	37,400	38,787
Decatur	25,466	59	52,128	39,672	40,520	54,000
Clay	25,397	60	47,371	38,598	49,533	58,203
Pope	25,301	61	45,750	42,314		
Randolph	24,581	62	45,802	35,318	38,397	45,490
White	24,583	63	51,863	42,634	40,220	
Scott	24,299	64	46,072		38,168	59,509
Fayette	21,351	65	46,000	32,000		43,000
Franklin	24,763	67	52,332	36,670	51,467	51,200
	2023 Ave.	50,970	40,038	42,629	Ave.	51,047
	2023	48,647	37,400	37,400		38,787
	Below Ave.	2,323	2,638	5,229		12,260

<u>Employee</u>	<u>Merit Date of Hire</u>	<u>Rank</u>
Larry W. Blevins Jr.	03/23/2003	Lt.
Allen S. Taylor	07/30/2010	Lt.
Joseph L. Keltner	05/13/2011	Capt.
Bradley S. Naugle	02/01/2012	Detective
Lucas W. Gray	01/04/2016	Sgt.
Matthew K. Hein	05/21/2016	Sgt.
Tory Hildreth	01/01/2017	Officer
Bradley D. Shepherd	01/21/2019	Chief deputy
Dustin Priceamore	04/19/2021	Officer
Gavin Hurst	06/01/2021	Officer
Paul Seyling	10/11/2021	Officer
Haike Lopotosky	10/24/2021	Officer
Devin Hopkins	12/13/2021	Officer
<del>London Lakewester</del>	<del>12/27/2022</del>	<del>Officer</del>
Seth Hoode	02/13/2023	Officer
Marwan Mitchell	02/21/2023	Officer

*No longer here*

As of June 1, 2023

Name	Hire Date	
Brad Seacat	7-27-2022	Less than a year (10 months)
Sam Frank	1-30-2012	11 years + 5 months
Roger Morin	5-9-2022	1 year
Gage Johnson	8-26-2020	2 years 10 months
Robin Johnson	2-1-2021	2 years 4 months
Pam Graham	7-10-2018	4 years 11 months
<del>Glenn Whitfield</del>	<del>12-27-2022</del>	<del>Less than a year 6 months</del> No longer Here
Ethan Sullivan	7-31-2020	<del>2 years</del> 2 year + 11 months
Mike Mullins	8-16-2021	1 Year 10 months
Zachary Douglas	1-2-2023	5 months
Christian Rescher	8-27-2020	2 Years 10 months
Haley Coomer	1-3-2023	5 months
<del>Deon Wilson</del>	<del>6-21-2021</del>	<del>2 years</del> No longer Here
<del>Raul Bustamante</del>	<del>10-18-2021</del>	<del>1 year 8 months</del> No longer Here
Paul Lowe	8-22-2022	9 months
Charity Hodge	4-17-2023	1 month
Alyssa Cirilo	6-12-2023	New
18 Available position	-----	

We have hired (2) New employees since August 1<sup>st</sup> and we currently have one opening.

J & K Communications, Inc.

Phone: (260) 244-7975

Fax: (260) 244-3253

222 South Tower View Drive

Columbia City, IN 46725-8799



Quote

No.: 55443

Date: 5/8/2023

Prepared for:  
Brad Shepherd (812) 896-0048  
Washington County Sheriff Department  
801 Jackson Street  
Suite 100  
Salem, IN 47167 U.S.A.

Prepared by: Tommy Simmons  
Account No.: 107571  
Phone: (812) 883-5999  
Fax: (812) 896-0048

Quantity	Item ID	Description	UOM	Sell	Total
2	VM5930-SH-G	VIKING VM5000 SINGLE REMOTE, KCH-19, MOBILE, PHASE TWO ENABLED, IN STATE QPA PRICING	EA	\$3,122.79	\$6,245.58
2.00	Programming	PROGRAMMING/SETUP RADIO	EA	\$45.00	\$90.00
1.00	In/Outbound Freight	In/Outbound Freight	EA	\$139.37	\$139.37

Your Price: \$6,474.95

Total: \$6,474.95

Prices are firm until 5/23/2023

Terms: Net 30

Prepared by: Tommy Simmons, tsimmons@jkcomm.com

Date: 5/8/2023

Accepted by: \_\_\_\_\_

Date: \_\_\_\_\_

**Disclaimer**

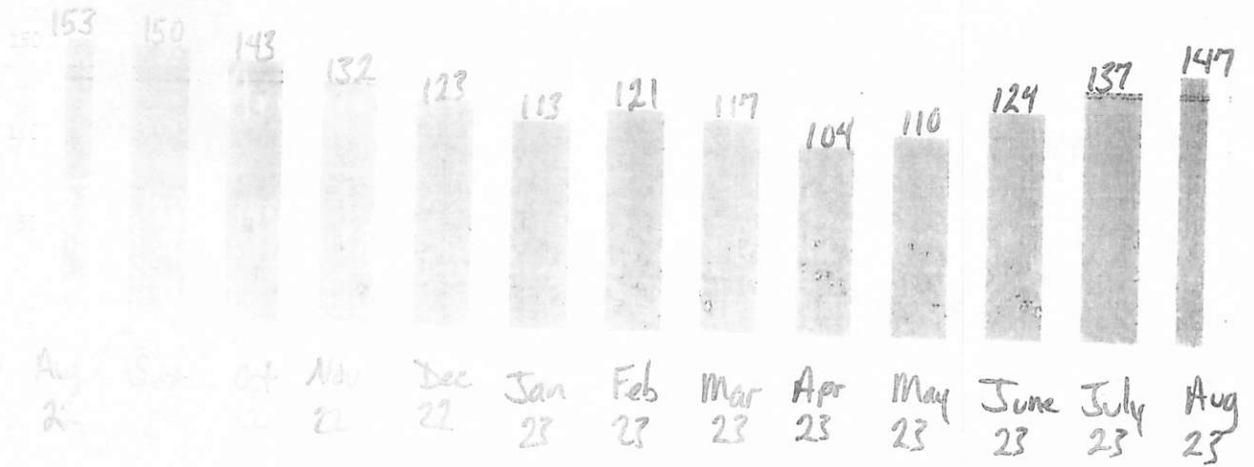
All material is guaranteed to be as specified. All work to be completed in a professional manner according to standard practices. Any alteration or deviation from above specifications involving extra cost will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents or delays beyond our control. Owner to carry fire, tornado, and other necessary insurance. Our workers are fully covered by Worker's Compensation Insurance. Note: This proposal may be withdrawn by us if not accepted within 15 days.

Due to continued challenges across supplier networks as well as increasing logistics costs, J&K's product pricing and freight charges are subject to change at any time without prior notice.

We have redesigned our website... [www.jkcomm.com](http://www.jkcomm.com), take a look and let us know what you think!



# Average Inmate Monthly Population



**Brent Miller**

**From:** Bill Bradford <bill@alltech.us>  
**Sent:** Tuesday, May 30, 2023 8:16 AM  
**To:** Brad Shepherd; Brent Miller  
**Subject:** Computer Inventory

Computers are ordered with 3 years warranty. Subtract 3 years from expiration for in service date.

-Bill

**Brent:** Here is the PC inventory. Not including Stanley.

**Brad:** We need a few more mobiles. I've included the responses you sent.

-Bill

**Edit with the Sheets app**  
Make tweaks and share with others to edit at the same time.

NO THANKS

**Sheriff Dept. Inventory**

	A	B	C	D	E
	Location	Service Tag	Note	RAM - Storage	Support Expires
1	Dispatch	C6D8XH2	Map Computer	8GB - 256GB SSD	Expired 07 MAR 2020
2	Dispatch	C6GCXH2	Right main	8GB - 256GB SSD	Expired 07 MAR 2020
3	Dispatch	642Q472	Right map	8GB - 128G SSD	Expired 30 SEP 2022
4	Dispatch	7Y06LM3	Left main	8GB - 256 SSD	Expires 06 FEB 2025
5	Dispatch	2X26LM3	Left map	8GB - 256 SSD	Expires 06 FEB 2025
6	Office	H786DS2	Judy	8GB - 256 SSD	Expired 21 DEC 2021
7	Office	4D8T6M2	Brent	8GB - 500GB HDD	Expired 19 JAN 2021

			D	E
	3000-PT3	Brent top PC BIS	8GB - 256 SSD	Expires 01 DEC 2025
	8000-SS3	Brent bottom BIS	8GB - 256 SSD	Expires 30 OCT 2025
	2000-C42	Tammy desk	8GB - 500GB HDD	Expired 09 MAY 2018
	4000-FFW2	Tammy main	8GB - 128 SSD	Expired 14 JUN 2022
	7000-SS3		16GB - 256 SSD	Expires 16 NOV 2024
	3000-DM2	Keltner	8GB - 500GB HDD	Expired 19 JAN 2021
	9000-DMW3	Deputy Office	16GB - 256 SSD	Expires 16 APR 2026
	3000-DM2	Deputy Office	16GB - 256 SSD	Expires 13 MAR 2026
	1000-C42	Paul Rayling		
	FL001-B2	Lucas Gray	8GB - 500GB HDD	Expired 04 NOV 2021
	1000-B2	Allen Taylor	8GB - 500GB HDD	Expired 04 NOV 2021
	2000-C42	Hailee Lepotosky	8GB - 256 SSD	Expires 15 SEP 2024
	8000-FFW2	Mike Wimmer	8GB - 500GB HDD	Expired 04 NOV 2021
	8000-DM2	Mar Hein	8GB - 256 SSD	Expires 15 MAY 2024
	3000-DM2	Sara	8GB - 500GB HDD	Expired 19 JAN 2021
	8000-DM2	Book in	8GB - 128 SSD	Expired 09 JUL 2021
	8000-DM2	Book in	8GB - 128 SSD	Expired 09 JUL 2021
	8000-DM2	Tower W0SD01		Expired 05 SEP 2017
	6000-DM2	Tower W0SD02		Expired 23 DEC 2019
	2000-DM2	Tower W0SD03		
	3000-DM2	Turn	8GB - 500GB HDD	Expired 19 JAN 2021
	3000-DM2	Deputy Office	8GB - 500GB HDD	Expired 19 JAN 2021
	3000-DM2	Deputy Office	8GB - 500GB HDD	Expired 19 JAN 2021
	3000-DM2	Dispatch	8GB - 500GB HDD	Expired 08 MAY 2018
	3000-DM2	Dispatch		
	4000-DM2	Dispatch	8GB - 256 SSD	Expires 11 NOV 2024
	8000-DM2	Library		
	4000-DM2	Erica SeaCat	8GB - 256 SSD	Expired 28 AUG 2022

AI Technology LLC

4423 St. Sandy Drive  
Louisville KY 40299

# Invoice

Date	Invoice #
6/15/2023	1307535

Bill To:
Washington Co. Sp 801 Jackson St. Salmon, Oregon 97137

P.O. No.	Terms	Project
	Net 30	

Quantity	Description	Rate	Amount
2	Apple Mac Mini (M1) Chip, 8GB memory, 256GB Solid State Drive	890.36	1,780.72T
	Out-of-state tax, exempt from sales tax	0.00%	0.00
<b>Total</b>			<b>\$1,780.72</b>

All Technology LLC

4423 Burgundy Drive  
Louisville, KY 40299

# Quote

Date	Estimate #
5/18/2023	1306328

Name / Address
Washington Co. Sheriff 801 Jackson St. Salem, Indiana 47167

P.O. No.	Terms
	Net 30

Description	Qty	Rate	Total
Dell Latitude E430 Rugged 15-113507, 8G 256 Backlit. Prosupport Plus and Accidental Damage Service, 30 Months	1	2,059.14	2,059.14T
Havis DS-DS 15-422	1	765.71	765.71T
<b>Subtotal</b>			\$2,824.85
<b>Sales Tax (0.0%)</b>			\$0.00
<b>Total</b>			\$2,824.85

Phone #
502-508-1511

E-mail
info@alltech.us



**John Jones** 



POLICE PURSUIT VEHICLES

1520 S. Jackson St. • Salem, Indiana 47167 • (812) 883-3081

## 2023 Dodge Durango AWD PPV

- 5.7L V8 HEMI Engine
- 8 Speed Automatic Transmission
- Black Clear Coat
- Parkview Rear Back Up Camera
- Cloth Front Bucket Seats/Vinyl Rear Seat
- HD 225 AMP Alternator/HD 800 AMP Battery
- Tri-Zone HVAC
- BR9 Pursuit Rated Braking Package
- Keyless Entry w/Push Button Start
- Column Shifter
- 265/60R18 BSW V Rated Tires
- Vinyl Floor
- LED Left Spotlight
- Uconnect 4 w/8.4 Inch Display/ AM/FM/Bluetooth
- 4 Additional Key FOBS
- Black Steel Wheels with Chrome Center Caps
- Heavy Duty Cooling System
- Secure Park
- Front and Rear Dome Lights
- Trailer Hitch with 4 & 7 Pin Connection

**John Jones PPV**

**Price \$44,302\***

\*Price is good for 10 days from April 19, 2023, or while quantities are still available.

\*Vehicle is sold out of the John Jones CDJRF Dealership 1735A Gardner Lane, Corydon, Indiana. Up-fitting is done at the John Jones PPV Lot 1520 S. Jackson St., Salem, Indiana



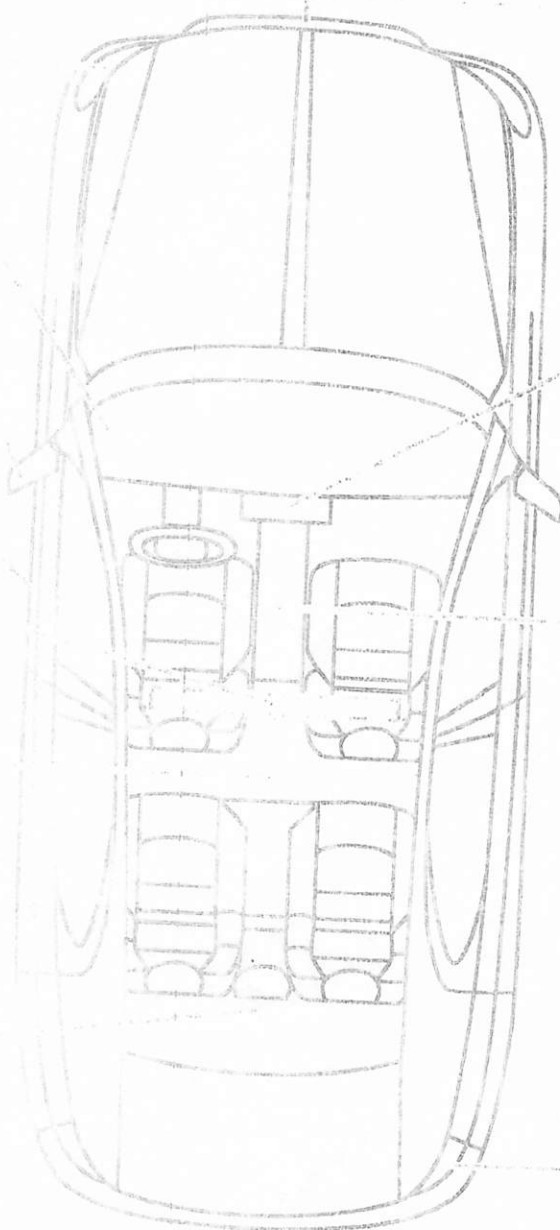
# Sedan Up-fit Diagram

Department: WASHINGTON CO SHERIFF

Vehicle: 2021 DODGE CHARGER



**John Jones**  
POLICE PURSUIT VEHICLES



Head Lights:  
FLASHED

Spot Light:  
FACTORY INSTALLED

Side Mirror Lights:

Side Lights:

Running Board Lights:  
4 INV

Roof Bar:  
GENATOR R/B/W/A/D

**Partition:**

Half       Full  
 Front       Back

Window Armor:

**Gun Rack:**

Single       Dual

Rear Window Bar:

MISC: \_\_\_\_\_

Thermal Breaker: \_\_\_\_\_

Speaker Bracket: \_\_\_\_\_

Graphics: YES

\$9,675.00

6/7/22  
UL # 5020

Grille Lights: 2 4 6  
2 R/W 2 B/W

Push Bumper:

Front Visor Bar:

Window Tint:  
TURTLE

Middle Console: HAVIS

Printer: \_\_\_\_\_

Cup Holder: \_\_\_\_\_

Outlets: \_\_\_\_\_

Flashlight: \_\_\_\_\_

Computer Mount: POLE/SWIVEL

Siren: Whelen

**Radios:**

800: \_\_\_\_\_

UHF: \_\_\_\_\_

Camera: CUST SUPPLY

RADAR: CUST SUPPLY

Charge Guard

Tail Lights:  
BROOKINGS

Other: \_\_\_\_\_

Notes: This price includes taking out Radios, Radar and Camera System out of wrecked Caprice.

Lights & Console WILL NOT work from Wrecked Caprice.

Customer Approval Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Employee Approval Signature: \_\_\_\_\_

Date: \_\_\_\_\_