

RESOLUTION NO. 2025-1006^C
A RESOLUTION ESTABLISHING A MERIT PAY POLICY
FOR THE WARREN COUNTY SHERIFF'S DEPARTMENT

WHEREAS, Warren County is committed to providing a competitive compensation program based on the experience, competencies and contributions of each employee; and

WHEREAS, the Sheriff's Department has recommended that the County implement a Merit Pay matrix for the County's Merit Deputies; and

WHEREAS, the County Commissioners have reviewed the Sheriff's recommendations and wish to implement such Merit Pay for Warren County Sheriff's Deputies.

NOW, THEREFORE, BE IT RESOLVED by the Warren County Commissioners, that the following Merit Pay Matrix shall be adopted for the Warren County Sheriff's Department:

- I. The Warren County Sheriff shall not receive Merit Pay described below, but shall receive Salary, with yearly Cost of Living Adjustment, as well as Longevity Pay pursuant to the Warren County Personnel Policy for years of service as both deputy and Sheriff.
- II. Warren County Merit Deputies shall be eligible for Base Salary with yearly Cost of Living Adjustment and Merit Matrix Pay, but not Longevity
- III. Merit Matrix Pay is based on Completed calendar year(s) of service (Jan 1 to Dec 31) as Merit Deputy (approved credible service) and capped at twenty-thousand (\$20,000) per Deputy
- IV. Merit Matrix pay shall be added to Base Salary on the Salary Ordinance and paid with Base Salary per the bi-weekly pay schedule.
 - a. Holiday and Overtime rates will continue to be based on the amount specified on the Salary Ordinance for each Merit Deputy.
 - b. In the event a Deputy leaves or otherwise terminates employment, he or she will only be paid out for time earned/worked according to pay schedule
 - c. In the event a Deputy transfers to or is rehired by the Warren County Sheriff's Department, effective 1/1/2025 a Deputy may be credited for five (5) years of credible service, subject to the Sheriff's approval and subject to the terms above.

V. Warren County Sheriff Merit Deputies shall receive Merit Matrix Pay in 2025 only pursuant to the table below:

2&3	4&5	6&7	8&9	10&11	12&13	14&15	16&17	18&19	20+ Cap
\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000

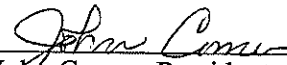
VI. Effective 2026 pay schedule moving forward Warren County Sheriff Merit Deputies shall receive Merit Matrix Pay as following in leu of table above:

- a. One thousand Dollars (\$1,000) per calendar year(s) of service completed as Warren County Merit Deputy (cap of (\$20,000)
- b. Deputies with a start date in the month of January shall be credited for the entire calendar year.
- c. Deputies with a start date for any other month shall receive prorated Merit pay for the first year of service only
- d. The Chief Deputy and Sergeant shall receive an additional One Thousand Dollars (\$1,000.00), to recognize additional and special duties each performs.


This policy shall be in full force and effect retroactive to January 1, 2025.

So resolved, this 1st day of October, 2025.

BOARD OF COMMISSIONERS OF
WARREN COUNTY, INDIANA



John Comer, President




Craig Greenwood



Clay Andrews

ATTEST:



Robin Weston-Hubner, Warren County Auditor