

# Sheriff's Office Request for Pay Increases

July 14, 2025



**UNIONCOUNTY**  
north carolina

# Compensation Study – Phases 1 & 2

## ● Phase 1 – January 2024

- \$3.50 per hour increase to all Sheriff's Office staff
- Increase starting salary for Deputy Sheriff and Detention Officers from \$44,092 to \$51,736

## ● Phase 2 – July 2024 and March 2025

- \$3.00 per hour increase to all Sheriff's Office staff (\$1.50 in July and \$1.50 in March)
- Increase starting salary for Deputy Sheriff and Detention Officers from \$51,736 to \$57,612

# Phase 3 – Original Plan

## 🍃 Phase 3 – July 2025

- 🍃 Based on time in position (5 years = midpoint)
- 🍃 0.5% for each year over 5 years (capped at 110% of the midpoint)
- 🍃 January 2026 – 2.5% COLA

# Phase 3 – Sheriff's Request

## Phase 3 – December 2025

- Increases starting salary for Deputy Sheriff and Detention Officers from \$57,612 to \$61,068
- 6% for all levels of Deputy Sheriff and Detention Officer
- 4% for Lieutenants, Sergeants, and the Corporal
- 3% increase for Civilian staff, Chief Deputy Sheriffs, and Captains
- No COLA in January 2026
- Shift funding from cadet positions