



Richland County Sheriff's Department  
5623 Two Notch Road • Columbia, South Carolina 29223  
Office: (803) 576-3000  
WWW.RCSD.NET • SHERIFF@RCSD.NET

## MEMORANDUM

TO: Members of Richland County Council

FROM: Sheriff Leon Lott

DATE: October 26, 2022

SUBJECT: Request for Assistance Follow-Up

On May 18, 2022, I sent the attached letter requesting help for a critical situation at the Sheriff's Department. I noted the salary increases almost all agencies have done to increase their retention and recruitment. At the time of the request, we had lost 35 deputies.

Then on June 24<sup>th</sup> I sent another request for assistance. I asked for a 3% salary increase, which totaled approximately \$900K. I urgently asked for assistance.

Since the request in June, we have lost another 36 deputies.

I have enclosed notices from surrounding agencies that prove how far your Sheriff's Department is behind in salaries.

I have always publicly supported Council and I will continue to do so, but I am at a loss on understanding how your Sheriff's Department cannot receive assistance in a critical situation. Therefore, I am respectfully asking again for help.

Leon Lott  
Sheriff

LL:sph

Cc: Mr. Leonardo Brown  
Richland County Administrator



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## **MEMORANDUM**

**TO:** Members of Richland County Council  
**FROM:** Sheriff Leon Lott  
**DATE:** May 18, 2022  
**SUBJECT:** Request for Assistance

I need to bring to your attention a serious issue that will impact the Sheriff Department's services to your constituents and mine.

Law Enforcement agencies throughout the State are receiving substantial salary increases to address hiring, retention, and rising crime. RCSD is being woefully left behind, which will impact not just the Sheriff's Department, but the entire community of Richland County. If citizens and businesses don't feel safe, then we will lose any progress made or to be made.

Lexington County Council approved a 15% increase for all of their law enforcement; Irmo has increased to starting salary of \$50K; all state law enforcement agencies are being increased to starting salaries of \$50K; Cayce PD, Lexington PD, Columbia PD, and Spartanburg have all received substantial increases over what the other county/city employees are receiving as a cost of living.

Our starting salary is \$39,900, which is the lowest in most of our State. This is a very critical time for your law enforcement. I lost two (2) deputies today that went to Lexington County Sheriff's Department for a \$14,000 salary increase.

I need the help of Council. Rarely have I ever asked Council for additional deputies or salary increases; however, I am asking for salary assistance now. I truly appreciate Council's support in getting the new 911 Center, but that is infrastructure. I am asking for people assistance in maintaining the level of service we have. Now is not the time to lose people when violent crime is steadily increasing.

I am respectfully asking for serious discussions and assistance in this matter. Our citizens deserve the best.

Leon Lott  
Sheriff

A handwritten signature in black ink, appearing to read 'L. Lott', is written over a horizontal line. The signature is cursive and stylized.

LL:sph

Cc: Mr. Leonard Brown  
Richland County Administrator



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## **MEMORANDUM**

**TO:** Members of Richland County Council

**FROM:** Sheriff Leon Lott

**DATE:** June 24, 2022

**SUBJECT:** Request for Assistance Follow-Up

On May 18, 2022, I sent a plea for assistance in the salaries of our deputies. Since then, Council approved a 4% COLA for all county employees. For our deputies making \$39,000, this will be a \$1,560 increase.

The City of Columbia passed their budget with a \$7 million dollar increase for Public Safety, to include salary increases well above 4%. Lexington increased to \$50,000 to start. We are being left behind at an amount that will be difficult to compete with.

In discussion with Council members, I asked for an additional 3% for deputies. This total amount is in the \$900k range.

Deputies are different than other county employees. I respect all county employees, but we are the only ones that, when we leave our homes, it maybe for the last time. Just look at the recent killings of the Cayce Police officer and the Spartanburg County Deputy. There is a difference, and our citizens recognize that. Our citizens also know that Public Safety is a number one priority to them.

This request is not political or about power. It is about doing what is right for the men and women who put on the uniform every day to protect you and your families.

This is our opportunity to show your deputies and the community you care about them.

I am requesting that the ARPA money designated for a Public Safety emergency be appropriated for an additional 3% salary increase for all deputies. This is basically another \$1200 for most deputies. This salary situation is a Public Safety emergency. We/I need your help.

A handwritten signature in black ink, appearing to read 'Lott', is written over a horizontal line.

**Leon Lott**  
**Sheriff**

**LL:sph**

**Cc: Mr. Leonardo Brown**  
**Richland County Administrator**



# Salary & Benefits

## POLICE OFFICER CANDIDATE – (NON-CERTIFIED APPLICANT)

**\$46,000**

beginning Salary

**\$48,825**

Upon graduation from the South Carolina Criminal Justice Academy (FTO Program Completion)

## POLICE OFFICER – (CERTIFIED APPLICANT)

**\$48,825**

With South Carolina Certification less than 3 years or Out of State Certification less than 3 years of service

**\$50,491**

With Bachelor's or Master's degree from an accredited college or 3 years of service in-state or 3 years of service out-of-state in good standing and current certification or 5 years as a Military Police Officer (will be through DCOM) (Honorable Discharge) or 8 years of continuous military service (will be through DCOM) (Honorable Discharge) or 8 years of continuous service as Emergency Medical Services or Fire Fighting Service

**\$52,215**

With 3 years of service In-state or 5 years of service out-of-state in good standing and current certification, along with Bachelor's or Master's degree from an accredited college

## \$5,000 SIGN ON BONUS

- **Yearly Pay Step Increases after the first year**
- **Take Home Patrol Vehicle**
- **\$6,500 Average Overtime Earning Potential**
- **\$35 minimum pay per hour for Extra Duty Employment**
- **Educational Achievement Incentives**
- **Additional Pay Bonuses Available Based on Eligibility**
- **11 paid holidays per year**
- **Sick Leave: 8.5 hours per month**
- **All uniforms and equipment supplied**
- **Medical/Vision/Dental Insurance**
- **Prescription Coverage**
- **Long-Term Disability Insurance**
- **Residency Bonus**

### Military Leave:

Fifteen (15) calendar days per year to fulfill military obligations

### Retirement:

Twenty-eight (28) years in the South Carolina Police Retirement System

### Vacation:

One (1) through five (5) years of continuous service 8.5 hours per year

Six (6) through twenty (20) years of continuous service 8.5 hours additional per year

### Additional Information

- Basic Candidate School
- Qualifications
- Selection Process
- Candidate Testing
- Salary & Benefits

COLUMBIA POLICE DEPARTMENT  
**NOW HIRING**

☎ 803-845-3500

🌐 ColumbiaPD.net

📱 @columbiapdc



Waiver Bonus  
up to  
**\$5000**  
for certified officers



KERSHAW COUNTY SHERIFF'S OFFICE

# NOW HIRING



KERSHAW COUNTY LAW ENFORCEMENT CENTER



STARTING (GLASS I): \$43,000-\$49,880



**NEW STARTING  
SALARIES**

**UP TO \$50,444**

**+**

**NEW \$5,000**

**NEW HIRE**

**INCENTIVE**

**[joinLCSO.com](http://joinLCSO.com)**





**NEW**  
**STARTING**  
**SALARIES**

STARTING AT

**\$49,440**

**+**

**NEW**

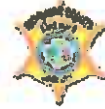
**\$5,000**

SIGN-ON BONUS



[JoinSCHP.com](http://JoinSCHP.com)

**Richland County Sheriff's Department  
Operations Division**



**"To be a trusted, progressive, service-oriented law enforcement agency."**

Telephone (803) 576-3000  
Fax (803) 576-3190

5623 Two Notch Road  
PO Box 143  
Columbia, S.C. 29202

**Memorandum**

To: Sheriff Lott  
From: Deputy Chief Polis  
Subject: Ideas  
Date: October 12, 2022

**New Starting Salaries**

Class 3 Advanced - \$37,000  
Class 1 - \$45,000

**Internal Increases**

Class 3 Advanced - \$38,000 or 2% if already at or above \$38K  
Class 1 - \$46,000 – if they are presently above this, they get nothing.

Special Skill Set Units (CAT, FTO, Homeland Security, K9, SRT, SRO, TSU) – 2% of current salary unless they at 50K or more.

Master Deputy – 2% of current salary unless they are already making 48K or more.

Corporal/Investigator - \$50,000 – if they are presently above this, they get nothing.

Sergeant - \$55,000 – if they are presently above this, they get nothing.

**Mission Statement**

**"Our mission is to improve the quality of life of the Richland County community by providing professional, exemplary service through crime prevention and resolution, diverse services, and community partnerships."**