



Legislation Details (With Text)

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Title: Resolution Amending The Pay Classification Plan and Authorizing Other Pay Enhancements In The Police Department

Sponsors:

Indexes:

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Attachments: 1. Draft - Pay Classification Plan - Effective 06-03-24

Date	Ver.	Action By	Action	Result
6/3/2024	1	City Council	adopted	Pass

Resolution Amending The Pay Classification Plan and Authorizing Other Pay Enhancements In The Police Department

Description of Topic: (who, what, where, when, why and how much)

The police department has several requests to address critical recruitment and retention issues for police officers. 1. To amend the pay classification plan for police officers in order to better recruit and compete for the limited candidates that are applying and also assist with retention of our current officers. This will modify the job grade of Police Officers from a grade 150 to a two tiered grade of 160 and 180, Police Officer I and Police Officer II. It also has the effect of raising the base pay that we have for recruitment from \$52,577 to \$55,206 or \$60,865 depending upon the new grade. The grades are structured to both expand our ability to hire inexperienced officers at a higher grade/pay (grade 160) while also bumping the grade/pay for recruiting experienced officers further (grade 180). It also creates an automatic promotion from PO1 (grade 160) to PO2 (grade 180) at the point that new officers reach 3 years of service with the city. 2. There are modifications to address the number of corporals and sergeants to allow for two corporals per shift, and to accommodate an overall restructure to standardize the title protocol through the ranks. 3. A request to allow the Police Chief to offer a hiring bonus of up to \$5,000 to police officers for specialized skills at his discretion. 4. A request to initiate longevity bonuses of \$5,000 to current ranking officers starting at the completion of their 10th year of city service, and continuing in 5 year increments thereafter, which would start with the effective date of this resolution and then would be approved annually in the fiscal year budget. These actions are budget neutral for this fiscal year due to a surplus in personnel accounts from vacancies.

Budgetary Impact:N/A

Non-Capital Item:

_____ Budgeted under account # _____ (discussion item)

_____ Not budgeted, requesting transfer of \$ _____ from Account # _____ to

Account # _____.**Request to Transfer Departmental Budget Dollars form must be attached**

____ Not budgeted requiring increase to account # _____ in the amount of \$ _____. **Request to Increase Departmental Budget Dollars form must be attached**

Capital - Departmental **Capital Purchase Worksheet form must be attached**

____ Budgeted under account # _____ for \$ _____ and described in budget as _____. Additional amount needed, if any: Increase in budget of \$ _____ OR, transfer of \$ _____ from Account # _____ to Account # _____ **Request to Increase OR Request to Transfer Departmental Budget Dollars form must be attached**

____ Not Budgeted - account # _____ requires budget increase of \$ _____. **Request to Increase Departmental Budget Dollars form must be attached**

Capital Project - **If requesting to start a project, a Capital Project Worksheet form must be attached**

In current year Capital Projects Plan:

____ Yes, described as _____, planned amount \$ _____, requesting \$ _____ as total project estimate, including contingencies, under account # _____

____ No, requesting \$ _____ as total project estimate, including contingencies, under account # _____.

____ Yes, requesting an increase of \$ _____ to an already approved project titled _____ that is being tracked under Account No. _____.

____ No, requesting an increase of \$ _____ to an already approved project titled _____ that is being tracked under Account No. _____.

WHEREAS, the Police Department has several requests to address continued issues with the recruitment and retention of police officers to include amending the Pay Classification Plan, offering other pay enhancements for our recruitment and retention efforts, and to accommodate an overall restructure to standardize the title protocol through the ranks within the department.

NOW THEREFORE BE IT RESOLVED that the City Council of the City of Foley, Alabama, as follows:

SECTION 1: Amends the Pay Classification Plan by eliminating forty-nine (49) slots in the various Officer positions in the Grade 150 and authorizing the new positions of Police Officer I (Job Code 2010171 / Grade 160) and Police Officer II (Job Code 2010172 / Grade 180). There are 46 slots between these two positions that can increase/decrease as needed and the three additional (3) slots are converted to Corporal.

SECTION 2: Amends the Pay Classification Plan by eliminating six (6) slots in the various Corporal positions in the Grade 190 and authorizing ten (10) new positions of Police Corporal (Job Code 2010173 / Grade 190.) Three of these ten slots were previous Officer slots and the additional slot is from a conversion of a Sergeant to a Corporal.

SECTION 3: Amends the Pay Classification Plan by eliminating eleven (11) slots in the various Sergeant positions in the Grade 200, authorizes ten (10) new positions of Police Sergeant (Job Code 2010174 / Grade 200), and converts one (1) slot from Sergeant to Corporal.

SECTION 4: Amends the Pay Classification Plan by eliminating five (5) slots in the various Commander positions in the Grade 220 and authorizes five (5) new positions of Police Lieutenant (Job Code 2010175 / Grade 220).

SECTION 5: Authorizes the Police Chief, at his discretion, to offer a hiring bonus of up to \$5,000 to police officers for specialized skills.

SECTION 6: Authorizes paying longevity bonuses of \$5,000 to current ranking officers starting

at the completion of their 10th year of city service, and continuing in 5 year increments thereafter, starting with the effective date of this resolution and considered for approval annually in the fiscal year budget.

SECTION 7: This Resolution shall become effective immediately upon its adoption as required by law.