



## REQUEST FOR BOARD ACTION

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**BOARD MEETING DATE:** Tuesday, November 8, 2022

**REVIEWALS:**

Chief of Police: Completed

City Administrator: Completed

Finance Committee: Completed

**SUBJECT:** Pay Matrix for Police Officers

**LIST OF ATTACHED REFERENCE DOCUMENTS:**

Previous Step Plan

**FISCAL IMPACT:**

2022 Base Salary for impacted officers: \$1,524,390

2023 Proposed Base Salary for impacted officers: \$1,634,811

The ordinance, if adopted, would result in a 7.2% change in base salary from 2022 to 2023.

**BACKGROUND/DISCUSSION:**

In June of 2021 the Board of Aldermen adopted a police pay matrix, applicable to uniformed officers and sergeants. At the October Board meeting, a motion was made directing staff to revisit the ordinance and increase each step by 5% in order to keep up with inflation and the rising cost of living. That adjustment has been made within the ordinance presented and the fiscal impact of such an increase is noted above.

**STAFF RECOMMENDATION:**

Staff recommends approval of the proposed pay plan and step increase system, which was directed by the Board of Aldermen. It is important to remain competitive to ensure we recruit and retain top candidates within the Department.

**MEETING HISTORY:**

October 11, 2022 – Board Direction to Rewrite

October 24, 2022 – Finance Committee: Discussed and approved via approval of the 2023 Budget Package