

**Attachment to Ordinance #1482-2022
Amending Police Management Compensation Plan #2715-2013,
as amended**

Section 1. That existing Section 7 of Ordinance No. 2715-2013, as amended, be amended to read as follows:

SECTION 7. SALARY ADMINISTRATION.

Employees covered by this Ordinance shall be paid at the rate established in Section 4(A) of this Ordinance.

- (A) Salaries shall be set for the Police Chief, Police Assistant Chief, and Police Deputy Chief within the discretion of the Director of Public Safety, considering the employee's performance, skills, experience and other qualifications as determined appropriate by the Director of Public Safety. The Director of Human Resources, in cooperation with the Director of Public Safety, will develop guidelines for administration of the Executive Police Pay Plan. Subject to City Council appropriation, the Finance and Management Director will determine and establish available monies for salary increases.
- (B) Pay Progression within Ranges 7P, 6P, and 5P shall be set within the discretion of the Director of Public Safety considering the employee's performance, skills, experience and other qualifications as determined in the guidelines developed by the Director of Human Resources in cooperation with the Director of Public Safety. Pay considerations will be made on an annual basis.
- (C) The Director of Public Safety may authorize an annual lump sum payment, not to exceed two percent (2%) of annual salary, to employees for outstanding performance with the approval of the Director of Human Resources.
- (D) The rate of pay for employees affected by the personnel actions listed below shall be as follows:
 - (1) Demotion. Whenever an employee is demoted for disciplinary reasons, he/she shall be paid at an hourly rate as determined by the Director of Public Safety.
 - (2) Reappointment. Whenever an employee is reappointed to a position in a class where he/she previously held permanent status, his/her rate of pay shall be the rate at which he/she was paid at the time of his/her separation.

- (3) Reemployment. Whenever an employee is reemployed, his/her rate of pay shall be the rate at which he/she was paid at the time of his/her layoff.
- (4) Return from Military Leave. Whenever an employee returns from military leave, he/she shall be restored in his/her former position at the step which corresponds to the step he/she received at the time of his/her departure and in addition, shall be granted any increases to which he/she would have been entitled had he/she not entered military service.
- (E) Salary as provided by this Ordinance is fixed on the basis of full-time service in full-time positions.
- (F) The Civil Service Commission is prohibited from certifying any payroll or paying any pay rate based on the assignment of any class to a pay range not specifically authorized by City Council. The City Auditor is hereby prohibited from paying any salary or compensation to any person holding a position in the classified service unless the payroll or account for any salary or compensation shall bear the certificate of the Civil Service Commission and/or paying any pay rate based on the assignment of any class to a pay range not specifically authorized by City Council.
- (G) If a Police Assistant Chief ~~or Police Deputy Chief~~ is required to perform the duties of the Police Chief for eight (8) or more consecutive hours, he/she shall be paid at the wage rate of the Police Chief for all hours during which he/she performs such duties.
- (H) If a Police Deputy Chief is required to perform the duties of a Police Assistant Chief for eight (8) or more consecutive hours, he/she shall be paid at the wage rate of the Police Assistant Chief for whom he/she is performing the duties all hours during which he/she performs such duties.**

Section 2. That existing Section 6(F) of Ordinance No. 2715-2013, as amended, be repealed as follows:

SECTION 6. ADMINISTRATION OF PAY PLAN.

In addition to the compensation provided in Section 4 of this Ordinance, additional allowances are provided as follows:

- ~~(F) COVID-19 Vaccine Incentive.~~

~~The City shall provide every full-time and non-temporary/non-seasonal part-time employee of the Police Management Compensation Plan \$500.00, less applicable withholdings, for being fully vaccinated against COVID-19 on or before December 1, 2021.~~

~~To receive the vaccine incentive, employees must demonstrate the receipt of the vaccine by providing a copy of the original CDC COVID-19 Vaccination Record Card demonstrating receipt of one (1) dose of the Johnson & Johnson/Janssen vaccine or two (2) doses of the Pfizer-BioNTech or Moderna vaccines; and~~

~~(1) The COVID-19 Vaccination Record Card will be kept in the employee's medical file (separate from the personnel file); and~~

~~(2) The provision of the copy of the COVID-19 Vaccination Record Card by the employee to Human Resources is considered the employee's affirmation that the copy is a true representation of the original and that the employee did receive the vaccination.~~

Section 3. That existing Sections 6 and 7 of Ordinance No. 2715-2013, as amended, are hereby repealed with the passage of this Ordinance.

Section 4. For reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten (10) days after passage if the Mayor neither approves nor vetoes the same.