

**Attachment to Ordinance #1528-2021
Amending Police Management Compensation Plan #2715-2013,
as amended**

Section 1. That existing Section 3 of Ordinance No. 2715-2013, as amended, be amended to read as follows:

Employee/Employees means only those employees in the classified service of the classifications of Police Deputy Chief, **Police Assistant Chief**, and Police Chief in the Division of Police. The words employee/employees and officer/officers are synonymous for the purposes of this Ordinance.

Pay Plan means a schedule of compensation rates established for the classifications of Police Deputy Chief, **Police Assistant Chief**, and Police Chief in the Division of Police.

Section 2. That existing Section 4(A) of Ordinance No. 2715-2013, as amended, be amended to read as follows:

SECTION 4. EXECUTIVE POLICE PAY PLAN.

(A) Effective ~~March 21, 2024~~ **June 13, 2021**, the following compensation structure is hereby established as the "Executive Police Pay Plan" and is to be applied to the positions set forth below.

<u>Class Title</u>	<u>Pay Period</u>	<u>Pay Range</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Police Deputy Chief	Hourly (40) Annually	5P	\$59.47 \$123,698	\$74.32 \$154,586	\$89.18 \$185,494
Police Assistant Chief	Hourly (40) Annually	6P	\$68.97 \$143,458	\$86.21 \$179,317	\$103.45 \$215,176
Police Chief	Hourly (40) Annually	7P	\$80.13 \$166,670	\$100.17 \$208,354	\$120.20 \$250,016

- (1) The hourly rates set forth above are based on a forty (40) hour workweek and shall be used to calculate salaries for hours actually worked or in paid status.
- (2) The City Auditor is authorized and directed to make retroactive payment of wages for the positions of Police Chief, **Police Assistant Chief**, and Police Deputy Chief as determined by the Director of Public Safety and approved by the Director of Human Resources. The pay rate, in any amount, and retroactive effective date must be certified by the Director of Public Safety to the City Auditor and Civil Service Commission Executive Director.

Section 3. That existing Section 5 of Ordinance No. 2715-2013, as amended, be amended to read as follows:

SECTION 5. TITLES USED AND PAY RANGES APPLIED TO CLASSES.

The meanings of the position titles used herein shall be defined by specifications contained in the Position Classification Plan, of which an official copy shall be maintained in the offices of the Civil Service Commission. The following is a list of executive Police uniformed classifications:

<u>ORDINANCE SECTION</u>	<u>JOB CODE</u>	<u>CLASS TITLE</u>	<u>PAY RANGE</u>
P265	3062	Police Deputy Chief	5P
<u>P257</u>	<u>3058</u>	<u>Police Assistant Chief</u>	<u>6P</u>
P248	3061	Police Chief	6P <u>7P</u>

Section 4. That existing Sections 6(C) and 6(E) of Ordinance No. 2715-2013, as amended, be amended to read as follows:

SECTION 6. ADMINISTRATION OF PAY PLAN.

In addition to the compensation provided in Section ~~34~~ of this Ordinance, additional allowances are provided as follows:

(C) Longevity Pay.

- (1) Employees shall receive, in addition to other pay called for herein, an annual service credit payment based on completed years of service according to the following tables:

Police Deputy Chief

6 through 12 years	\$1,900
13 through 18 years	\$2,000
19 through 24 years	\$2,100
25 or more years	\$2,300

Police Assistant Chief

<u>6 through 12 years</u>	<u>\$1,900</u>
<u>13 through 18 years</u>	<u>\$2,000</u>
<u>19 through 24 years</u>	<u>\$2,100</u>
<u>25 or more years</u>	<u>\$2,300</u>

Police Chief

6 through 12 years	\$2,100
13 through 18 years	\$2,200
19 through 24 years	\$2,300
25 or more years	\$2,500

(E) Professional Time.

- (1) Each January, each employee shall receive fifty (50) hours of professional time. In the event an individual is **appointed or** promoted to the classifications of Police Deputy Chief, **Police Assistant Chief, or Police Chief** after January 1 of a given year, ~~said Police Deputy Chief~~ **the employee** shall be entitled to professional time on the prorated basis of 1.923 hours based on completed pay periods remaining in the year of appointment.

Section 5. That existing Sections 7(A), 7(B), and 7(G) 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 ~~34~~(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.
- (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.

Section 6. That existing Section 10 of Ordinance No. 2715-2013, as amended, be amended to read as follows:

SECTION 10. PAY FOR UNUSED COMPENSATORY TIME.

Any compensatory time on account for an employee entering the jurisdiction of this MCP shall be paid upon appointment to the classifications of Police Chief, **Police Assistant Chief**, or Police Deputy Chief at the regular hourly rate of pay of the former classification. Such payment shall be made as soon as practicable by the City Auditor.

Section 7. That existing Section 12(C) of Ordinance No. 2715-2013, as amended, be amended to read as follows:

SECTION 12. VACATION LEAVE.

(C) Accrual Schedule for Vacation. The following vacation accrual schedule is established:

<u>Years of Total Service</u>	<u>Vacation Hours Per Year</u>	<u>Vacation Hours Per Pay Period</u>
3 yrs but less than 6 yrs	188 hrs	7.231 hrs
6 yrs but less than 14 yrs	244 hrs	9.385 hrs
14 yrs but less than 20 yrs	268 hrs	10.308 hrs
20 or more yrs	292 hrs	11.231 hrs.

At the discretion of the Public Safety Director and the approval of the Human Resources Director, individuals permanently appointed to the classifications of Police Chief and Police Assistant Chief may receive vacation accrual at any amount as shown in the preceding table in this Subsection (C), not to exceed the maximum vacation hours per year.

Section 8. That existing Sections 3, 4(A), 5, 6(C), 6(E), 7(A), 7(B), 7(G), 10, and 12(C) of Ordinance No. 2715-2013, as amended, are hereby repealed with the passage of this Ordinance.

Section 9. 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.