

Legislation Text

File #: 4502, **Version:** 1

CC MEETING: September 17, 2019

DATE: September 10, 2019

TO: Erin Rinehart, City Manager

FROM: Derick Miller, Chief of Police

Consider An **Ordinance Creating Shift Differential Pay For All Sworn Personnel Of The Police Department Working Specific Hours.**

BACKGROUND:

The Strategic Business Plan for the Police Department includes benchmarking other agencies to offer competitive benefits and increase the retention of experienced officers and to positively affect the recruiting of new employees. A Night Shift Differential is offered by multiple surrounding agencies. As shifts bid by seniority, less tenured officers spend a majority of their early years on the night shifts. This competitive benefit would encourage more tenured officers to bid for nights, allowing for a more diverse group on both day and night shifts.

FINANCIAL IMPLICATIONS:

An addition to base (ATB) in the Police personnel budget is expected to be approved in the FY19-20 budget for \$147,591 per year. This breaks down to 48 sworn personnel receiving \$200 per month in incentive pay. Officers eligible for this pay must be assigned to a shift in which more than 50% of their time worked is after 6 p.m. and before 6 a.m., for at least thirty (30) full days.

IMPACT ON COMMUNITY SUSTAINABILITY:

Allowing the Police Department to remain competitive with surrounding agencies who offer this incentive will help in recruiting qualified and dedicated applicants. In turn, encouraging more tenured officers to work at night will diversify the shifts creating a desirable learning environment for newer officers, benefiting the community in the long run.

STAFF RECOMMENDATION/ACTION DESIRED:

Staff recommends City Council approval of an ordinance creating shift differential pay in the Police Department. If approved, the ordinance will become effective on October 1, 2019.