RESOLUTION NO. 11-127

RESOLUTION APPROVING WAGE AND BENEFITS ADJUSTMENTS FOR THE COUNCIL BLUFFS POLICE SUPERVISORY EMPLOYEES FOR THE PERIOD OF JULY 1, 2011 THROUGH JUNE 30, 2014

WHEREAS, the Police supervisory employees do not bargain collectively with the city regarding wages and benefits; and

WHEREAS, it is necessary to maintain a wage and benefit differential between the Police Supervisors and their subordinate union employees to fairly compensate these employees for the work performed and to attract the highest quality of employees into management positions within the Police Department; and

WHEREAS, approval of the wage and benefit adjustments is considered to be in the best interest of the city,

NOW, THEREFORE, BE IT RESOLVED
BY THE CITY COUNCIL
OF THE
CITY OF COUNCIL BLUFFS, IOWA

Effective 7-1-11 Police Supervisory staff wages will be set with a 15% differential between top Police Officer pay and top Police Sergeant pay. The differential between Police Lieutenant and Police Sergeant and the differential between Police Captain and Police Lieutenant will remain the same as in the FY 11 pay plan.

Effective 7-1-12 Police Supervisory staff wages will be set with a 16% differential between top Police Officer pay and top Police Sergeant pay. The differential between Police Lieutenant and Police Sergeant and the differential between Police Captain and Police Lieutenant will remain the same as in the FY 11 pay plan.

Effective 7-1-13 Police Supervisory staff wages will be set with a 17% differential between top Police Officer pay and top Police Sergeant pay. The differential between Police Lieutenant and Police Sergeant and the differential between Police Captain and Police Lieutenant will remain the same as in the FY 11 pay plan.

All changes contained in the Police Union contract for the period of 7-1-11 through 6-30-14 shall also be applied to the Police Supervisors;

Effective 7-1-11 two vacant positions of Records Technician I will be abolished.

That the table of organization for the Council Bluffs Police Department be changed to reflect the abolishment of the two Record Technician I positions.

ADOPTED
AND
APPROVED May 23, 2011

Thomas P. Hanafan, Mayor

Attest:

Marcia L. Worden, City Clerk

COUNCIL BLUFFS POLICE DEPARTMENT

OFFICE OF CHIEF OF POLICE

MEMORANDUM

DATE: May 13, 2011

TO: City Council Members

FROM: Chief Ralph M. O'Donnell

RE: Staff Report Wages for Police Supervisors

CC: Mayor Thomas Hanafan

This memo is to discuss the need for a wage adjustment for the non-union police supervisors, an employee group consisting of 24 employees in the ranks of Police Sergeant, Police Lieutenant, and Police Captain. In a normal year the Human Resources Department would have recommended that the increase in wages and benefits that are part of the three year police union settlement be applied to the non-union police supervisors. At my request, this was not done.

I wanted to begin addressing a problem that exists in the pay differential between the union Police Officers and supervisory employees. Currently, at top pay, Sergeants make ***13.8%*** more than the top Police Officers. The top Lieutenant pay is 10.2% above the Sergeant with Captains pay at 12.4% above Lieutenants. In reviewing how other departments in Iowa of comparable size compensate Police Supervisors, the average pay differential between Police Officer and Sergeant in the comparison cities is ***24%***. This puts police supervisors in Council Bluffs at a considerable disadvantage with their peers in other cities and even the Council Bluffs Police Officers who they supervise.

Realizing that this is not a problem that likely can be solved all in one year my recommendation is to gradually improve the situation by increasing the differential between Police Officers and Police Sergeants by 1% on July 1 of the next three fiscal years. Under this proposal the Police Sergeants top pay would be calculated at 15% above top Police Officer pay effective 7-1-11. On July 1, 2012 it would be 16% above top Police Officer pay and 17% above top Police

Officer pay. Lieutenants and Captains would maintain their current differential from Sergeant and Lieutenant respectively.

I believe this adjustment is necessary to continue the incentives for a police officer to strive for promotion. During the last sergeants exam 64 people were eligible but only 21 actually took the test. It is also a fairness issue. The City has made great strides to bring police officer wages to a competitive level but police supervisors have not kept pace with their peers.

The cost of this increase over and above the 2.5% wage increase that other employees will receive is $18,000 in the first year with a three year cost of $49,259.

At the same time that this change is recommended, I have been able to reduce through attrition the civilian staffing in the records section by 2 employees. While this change is not related it more than provides for the additional wages proposed for Police Supervisors,

A resolution has been prepared for Council approval to effectuate these changes.