RESOLUTION NO. 08-23

A RESOLUTION APPROVING CHANGES TO THE WAGES AND BENEFITS OF POLICE SUPERVISORY STAFF IN THE RANKS OF SERGEANT, LIEUTENANT AND CAPTAIN FOR THE PERIOD OF JULY 1, 2008 THROUGH JUNE 30, 2011

WHEREAS, There are Supervisory employees of the City of Council Bluffs, Iowa Police Department who do not bargain collectively with the City regarding wages and benefits; and

WHEREAS, it is in the best interests of the City of Council Bluffs to provide equitable treatment of all employees; and

WHEREAS, approval of the attached wage and benefit adjustments is considered to be consistent with the best interests of the City of Council Bluffs:

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the wage and benefit changes described in the attached recommendation be adopted and approved in accordance with the indicated effective dates.

ADOPTED AND APPROVED February 11, 2008

Thomas P. Hanafan, Mayor

ATTEST: Judith Ridgeley, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant.	Ordinance No. Resolution No. 08-23	Council Action: 02/11/2008

Subject/Title

Approval of Wage & Benefit Changes for Police Supervisors (Sergeants, Lieutenant, Captains)

Background/Discussion

Now that we have a three year labor contract with the Fraternal Order of Police, it is important that we make similar adjustments to the Police Supervisory wages and benefits. This will ensure that the proper wage and beneft differentials exist between police department ranks providing the necessary incentive for employees to take advantage of promotional opportunities. The recommended changes will apply to the 23 supervisory officers from the rank of Sergeant through Captain. The Chief is not included in this group.

	Effective 7-1-08	Effective 7-1-09	Effective 7-1-10
Wage Increase	4% increase	3.65% increase	3.65% increase
Insurance changes	30 day prescription limit; 3 tiered drug plan 2 co pays for 90 day mail order	Employee contribution increased to 7.5% of dependent medical cost	Employee contribution increased to 10% of dependent medical cost
Post Employment Health Plan		$30/ month City contribution	$35/month contribution
Uniform Maintenance Allowance	$150/year		
Shift Differential	$825/year		

In addition to the changes listed above there are a couple of parity issues that have been brought to my attention. I believe it to be in the City's best interest to address these effective 7-1-08. Specifically, (1) the longevity plan provided to union employees should be applied to Police Supervisors; (2) pay provisions for call back and court time given to union employees should be extended to Police Supervisors; and (3) service requirements for step raises should be reduced from 2 years to 1 year. Some of these changes will require language changes in the Personnel Policies prior to July 1. The costs to implement these parity changes are negligible.

Recommendation

Approval of the wage and benefit changes described above is recommended. I have prepared a resolution that will effectuate these changes

Cindy Lynch, Director of Human Resources

Thomas P. Hanafan, Mayor

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