RESOLUTION NO. 21-24

A RESOLUTION TO AMEND THE CITY PERSONNEL POLICY BY TEMPORARILY REVISING POLICY NO. 300 "PAY ADMINISTRATION".

WHEREAS, The Council Bluffs Police Departments has experienced difficulty in obtaining a sufficient number of qualified candidates to serve as police officers; and

WHEREAS, The applicants that have been showing interest, have typically not been certified law enforcement officers at the time of hire and are required to spend several months upon the start of their employment with the City to become certified; and

WHEREAS, A number of jurisdictions in Iowa have had success in attracting police officer candidates who have their certified training, by offering a hiring bonus that is paid to the new employee over a period of time; and

WHEREAS, While a newly hired officer attends the required training to obtain their certification, the department incurs the cost of the training (approximately $8,000.00 per candidate), a loss of capacity to provide service, and an increase in cost of overtime to make up for the gap in service; and

WHEREAS, Council Bluffs Police Department administration is requesting that the City Council approve a temporary revision to allow the Mayor, upon the recommendation of the Department Head, to offer a hiring bonus to qualified candidates who have certified training at the time of hire with the City; and

WHEREAS, It is in the best interest of the City to allow this temporary revision on a trial basis.

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

That the proposed temporary revision to Policy No. 300 "Pay Administration" is hereby amended and Procedure No. 2 will read as follows:

2. **Original Appointment.** Persons receiving original appointments to a position shall be paid at the minimum rate (first step) of the pay grade assigned to the class of work unless the Mayor, at the recommendation of the Department Head, shall determine that a rate above the minimum is necessary in order to recruit qualified personnel. <u>The Mayor may also, upon the recommendation of the Department Head, authorize a hiring bonus for candidates who possess certifications that are not typically required at the time of employment, but directly apply to the performance of the duties of their position and therefore, will benefit the City of Council Bluffs.</u>

BE IT FURTHER RESOLVED

That this amendment shall be effective immediately upon the passage of this Resolution and shall remain in effect through September 30, 2021.

ADOPTED
AND January 25, 2021.
APPROVED

_____
MATTHEW J. WALSH Mayor

Attest: _____
JODI QUAKENBUSH City Clerk