



## REQUEST FOR ACTION CITY COUNCIL

Agenda Date: 7/16/2024  
Agenda Section: Other Business

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**Department Origination:** Administration

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**Agenda Item:** Amend Chief of Police Job Description and Position Scoring

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**Approval Required:** Simple Majority Vote

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### **BACKGROUND**

While periodically reviewing city positions, it was discovered the chief of police position did not receive hazardous working condition points when scored as part of the 2022 wage study. The other leadership positions within the police department had received hazardous points for working conditions as part of the wage study. While reviewing the job description to ensure the job description meets the conditions of receiving hazardous points, it was determined to update the required qualifications to make the position more competitive and reflective of area chief of police job descriptions should the position need to be filled in the future.

The 2022 wage study scored the chief of police position at 690 points and placed the position within pay grade 22. Changing the working conditions from disagreeable to hazardous provides an additional 20 points. Changing the education and experience required reduces the position's points by 40. These two proposed changes will reduce the position scoring to 670 points. The position will still fall under pay grade 22 as the point range for the pay grade is 651-711.5 points.

### **FINANCIAL IMPLICATIONS**

There are no financial implications with the proposed changes as the position will remain in the same pay grade.

### **STAFF RECOMMENDATIONS**

Staff recommends the council approve the recommended amendments to the job description and position scoring.

### **COUNCIL ACTION REQUESTED**

Motion to approve chief of police job description as amended and adjusting the scoring of position to 670 points.