



Staff Report

April 4, 2022 Council Regular Meeting

Resolution 22-005 Revised Salary Scales for Police Chief and Police Captain

Presenter: Jennifer Gorsuch, Administrative Services Director

Time Estimate: 5 minutes

Phone	Email
360.817.7013	jgorsuch@cityofcamas.us

BACKGROUND: The Police Chief and Police Captain positions maintain a salary differential above the line staff for the department. The outcome of the recently approved Police bargaining agreement provided for a 2% wage increase above the cost-of-living adjustment. This wage increase should be passed onto the management employees as well, as we have done for the Fire department management employees to maintain separation between the ranks.

SUMMARY:

The CPOA bargaining agreement provided an additional 2% wage increase over the annual cost of living adjustment. This increase was for implementation of the body worn cameras and also included an increase to keep the positions competitive in the labor market.

This increase decreases the differential between these employees and the management staff for the department. To avoid salary compression issues and maintain competitive salaries, these positions should be afforded the same 2% wage increase as the line staff for 2022.

EQUITY CONSIDERATIONS:

What are the desired results and outcomes for this agenda item? The desired result is to have an appropriate differential between the line staff and the management staff in the department.

What's the data? What does the data tell us? The data from comparable entities tells us that the wage adjustment is merited.

How have communities been engaged? Are there opportunities to expand engagement?
N/A

Who will benefit from, or be burdened by this agenda item? N/A

What are the strategies to mitigate any unintended consequences? N/A

Does this agenda item have a differential impact on underserved populations, people living with disabilities, and/or communities of color? Please provide available data to illustrate this impact. N/A

Will this agenda item improve ADA accessibilities for people with disabilities? N/A

What potential hurdles exists in implementing this proposal (include both operational and political)? N/A

How will you ensure accountabilities, communicate, and evaluate results? N/A

How does this item support a comprehensive plan goal, policy or other adopted resolution? N/A

BUDGET IMPACT: This change will result in an increase of approximately \$6k/annually to the Police department budget.

RECOMMENDATION: Staff recommends Resolution 22-005 be adopted by Council.