



STAFF REPORT	
SUBJECT: Approval of Adjustment of the Police Lieutenant Position Salary Range from Range 64 to Range 71; Resolution No. 2024-33	MEETING DATE: August 1, 2024
SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk	
PURPOSE OF REPORT: <input type="checkbox"/> Information only <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Action Item	

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to approve an adjustment to the police lieutenant salary and update the FY 24/25 Salary Schedule accordingly.

BACKGROUND/DISCUSSION:

The existing salary structure does not sufficiently compensate for the duties and hazards inherent in the role of police lieutenant. To illustrate this point, staff worked on a brief salary comparison with surrounding agencies. On average, the police lieutenant position earned between ten and twenty percent less than other agencies, including the Lake County Sheriff’s Department Lieutenants, Lakeport Police Department, and Mendocino, Butte, and Nevada Counties. Furthermore, a salary compaction problem is emerging between the police lieutenant and Police Sergeant roles, leading to discontent and morale issues within the department.

Since 2019, the City Council and the Clearlake Middle Management Association (MMA) have negotiated cost-of-living adjustments, resulting in a salary increase of over forty-four percent for sergeants. In contrast, police lieutenants, who fall under the Management Benefit Plan, have seen a cost-of-living adjustment of only fifteen percent during the same period. This discrepancy has led to a compaction of the salary ranges between the sergeant and lieutenant positions. To illustrate, a sergeant at Step E would need to work a mere four hours of overtime in an 80-hour pay period to earn more than a lieutenant at the same Step E.

To alleviate some of the compaction, staff is recommending adjusting the police lieutenant Salary Range 17.5% from Range 64, \$104,724.15 - \$121,231.30, to Range 71, \$115,458.25 - \$144,322.81.

The approval of a salary increase for the police lieutenant position is a strategic investment in our Police Department’s future. It would not only help retain experienced personnel but also address the compaction issue, thereby improving morale and job satisfaction within the department. The proposed salary increase would have an impact on the city’s budget. However, the cost of losing experienced police lieutenants and the potential decrease in departmental effectiveness and morale could be significantly higher.

OPTIONS:

1. Move to adopt Resolution No. 2024-33
2. Other direction

FISCAL IMPACT:

None Yes: approx.\$60,000 Budgeted Item? Yes No
Budget Adjustment Needed? Yes No If yes, amount of appropriation increase: \$
Affected fund(s): General Fund Measure P Fund Measure V Fund Other:

STRATEGIC PLAN IMPACT:

- Goal #1: Make Clearlake a Visibly Cleaner City
- Goal #2: Make Clearlake a Statistically Safer City
- Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities
- Goal #4: Improve the Image of Clearlake
- Goal #5: Ensure Fiscal Sustainability of City
- Goal #6: Update Policies and Procedures to Current Government Standards
- Goal #7: Support Economic Development

SUGGESTED MOTIONS:

Move to adopt Resolution No. 2024-33.

- Attachments:**
- 1) Resolution No. 2024-33
 - 2) Updated FY 24/25 Salary Schedule