



## Agenda Abstract

### BOARD OF COMMISSIONERS

Meeting Date:	Oct. 9, 2023
Department:	Police
Agenda Section:	Consent
Public hearing:	No
Date of public hearing:	N/A

#### PRESENTER/INFORMATION CONTACT

Chief Duane Hampton

#### ITEM TO BE CONSIDERED

**Subject:** Changes to Police Career Progression and Adjustment to Classification and Pay Plan

##### Attachments:

1. Memo to town manager outlining proposed changes
2. Updated Classification and Pay Plan reflecting changes

##### Summary:

We are proposing a revision to the police department's career progression system to create more opportunities for officers to use the system and to simplify some aspects of the system. We are proposing to reduce the levels of advancement from three levels (Officer 1st Class, Senior Officer and Master Officer) to two (Officer 1st Class and Corporal) and to increase the associated raise for advancement from 2.5% to 5%. We are also proposing to introduce specializations whereby officers can be recognized as a specialist in specific areas based on their meeting specific criteria and earn an additional 2.5% increase for holding a specialization.

##### Financial impacts:

This proposal will result in an approximately 2.5% increase for employees who advance or attain a specialization under the new system compared to the previous plan. We are not sure how many employees this may impact but believe it will be gradual. We currently have 5 employees who are Officer 1<sup>st</sup> class and these 5 would get a 2.5% increase to bring them to the 5% they would get under the new system. The cost to do this for these employees would be approximately \$7800 total.

##### Staff recommendation and comments:

Please see attached memo for full details of the proposal.

##### Action requested:

We request that the new Classification and Pay plan be approved.