



CITY OF JONESBORO, GEORGIA COUNCIL
Agenda Item Summary

COUNCIL MEETING DATE:
 02/03/25 Work Session

Requesting Agency (Initiator)

Police Department

Sponsor(s)

City Manager Miller-Thornton & Police Chief Coyt

Item Title:

Council to consider a Proposed Compensation Plan/Incentives for Jonesboro Police Department.

Requested Action (Identify appropriate Action or Motion, purpose, cost, timeframe, etc.) Approval

Requirement for Board Action (Cite specific Council policy, statute or code requirement.)

Is this Item Goal Related? (If yes, please describe how this Action meets the specific Board Focus Area or Goal.) Yes

Summary and Background (First sentence includes Agency recommendation. Provide an executive summary of the Action that gives an overview of the relevant details for the item.)

During the 4th quarter of 2024, the Administration was presented with a compensation study as completed by The Mercer Group. The study included 21 employee positions based on job description and title and the relevant market match. The report provides a dollar comparison between salaries (prior to 2025 cost of living adjustments) and base and market salaries within the 25th, 50th and 75th percentiles. The Administration Office will use the study's findings to inform a proposed compensation grade and pay plan. The Administration would first need to know the Mayor and Council's pleasure regarding the market percentile within which the Mayor and Council would like to establish the proposed plan.

Most immediately, consideration of a proposed compensation plan will provide opportunity to consider wage scenarios for the City's Public Safety Department that will make the City of Jonesboro more competitive with other public safety agencies in the metro area. The Administration will present information regarding a presentation of salaries and salary ranges for entry level law enforcement positions within the metro area and a presentation of an incentivized recruitment plan. The Incentivized recruitment plan includes the proposal of sign-on and recruitment bonuses.

Fiscal Impact (Include projected cost, approved budget amount and account number, source of funds, and any future funding requirements.)

Exhibits Attached (Provide copies of originals, number exhibits consecutively.)

Staff Recommendation (Type name, Title, Agency and Phone number.) Recommend Approval

FOLLOW-UP APPROVAL ACTION (City Clerk)

Typed Name and Title

Date: 1/31/25

Signature

City Clerk's Office