

**LAKE LURE TOWN COUNCIL
REQUEST FOR BOARD ACTION
Meeting Date: November 9, 2021**

SUBJECT: Certified Public Safety Personnel Compensation

AGENDA INFORMATION:

Agenda Location: New Business
Item Number: F
Department: Human Resources/Finance
Contact: Jennifer Duncan, HR Specialist/Sam Karr, Finance Director
Presenter: Jennifer Duncan, HR Specialist/Sam Karr, Finance Director

BRIEF SUMMARY: Public safety personnel submitted a brief proposal justifying an immediate pay increase for certified public safety personnel and requesting assurance that additional action will be taken July 1, 2022 based on professional pay analysis and report. An additional purpose of the brief submitted is to work towards identifying challenges and solutions to recruit and retain highly qualified certified public safety personnel to serve the Town of Lake Lure. Town staff is proposing to grant this request by providing certified public safety personnel with a five percent increase in cost in salary and benefits. This increase will become effective on December 1, 2021.

RECOMMENDED MOTION AND REQUESTED ACTIONS: To approve certified public safety personnel compensation through a five percent increase in cost in salary and benefits, which shall become effective on December 1, 2021.

FUNDING SOURCE: General Fund

ATTACHMENTS: Certified Public Safety Personnel Pay Adjustment Justification Administration; BA #317

STAFF'S COMMENTS AND RECOMMENDATIONS: Staff recommends the approval of certified public safety personnel compensation through a five percent increase in cost in salary and benefits, which shall become effective on December 1, 2021. Staff recommendation of approval is based on professional pay analysis and report, and for the purpose of providing means to identifying challenges and solutions to recruit and retain highly qualified certified public safety personnel to serve the Town of Lake Lure. Staff also recommends that additional action be taken on July 1, 2022.