



MEMORANDUM

To: Mayor Olson & City Council Members

From: Norm Beagley, MPA, P.E., City Manager

Date: August 5, 2022

Re: 2022-2023 Police Wages and Budget Related Thereto

Dear Mayor and Council Members,

I hope that you have had a chance to review Police Chief Rodney Hurst's memo to the Council dated 7-19-2022. As you can see from Chief Hurst's memo, we have an immediate need to adjust (increase) our police officer's wage ranges to catch up with recent market forces. As indicated by Chief Hurst, we either need to increase wages as discussed in his memo and herein, or some police services will need to be reduced or cut all together (please see Chief Hurst's memo).

The wage range increases proposed herein will help us to (somewhat) catch up and to be more competitive with current market police officer wages in Utah County and in the south end of Salt Lake County.

We propose that all police officer wage ranges be increased by 21.7 percent. This 21.7 percent increase accounts for and includes the already budgeted 4.7% COLA increase as recommended by Chief Hurst in his memo. As a note, these proposed increases are for police wage range adjustments only. If approved, each of our officers would receive wage increases within these new ranges and commensurate with their position, job duties, years of service, etc.

The potential budget impact for the needed wage increases is approximately \$285,000.

In addition to the increase in police officer wages, we are implementing a modest sign on bonus of up to \$1,500.00 per new officer. We are currently short 2 officers. Additionally, we are implementing a modest referral bonus of up to \$500.00. The budget impact of these two minor changes is fairly minimal and warranted to keep up with market forces.

At the Mayor's direction, I have prepared the attached wage comparison charts for each of our police officer positions in the department. As shown in the charts, the proposed increases would just keep us competitive within the current market forces.

We have already allocated approximately 50 percent of the needed budget funds for these proposed range increases within the currently budgeted police department wages for the 2022-2023 fiscal year. The remainder of the needed funds can come from one budget adjustment. This adjustment can be made by the City only purchasing two of the budgeted four police vehicles during the 2022-2023 fiscal year.

Brief Vehicle Rotation History

In 2014, the City Council directed staff (and as approved by the annual budget) to purchase (replace) two (2) police vehicles annually. In 2015, the City Council further directed, and annual budgets have provided for the City to purchase four (4) new police vehicles annually. This increase to 4 vehicles annually was due to the need the City had to increase the number of police officers during that time frame (2016-2021), due to population increase.

Please note, as we discussed in the July 19th, 2022 council work session, this budget adjustment and one time additional revenue will only get us through this current fiscal year (FY 2022-2023). It will likely not be sustainable to continue this trend year over year of only purchasing just two police vehicles (instead of 4). This type of trend would result in the City having older and older police vehicles that will require significantly more maintenance than the ones we have with our current 4 year police vehicle rotation. Additional budgetary and revenue measures will need to be implemented next fiscal year (2023-2024) and beyond to maintain appropriate, competitive market police wages and to be able to purchase an appropriate and sustainable number of police vehicles annually.

This minor budget adjustment would require us to redirect the funds currently budgeted for two police vehicles from the Capital Vehicle and Equipment budget to the Police Department Salaries and Wages budget through a future budget amendment.

The measures recommended herein will help our police department to better, more effectively recruit two new officers and to maintain more competitive wages for the officers we currently have.

I am happy to discuss this item with you further before or during the August 9th council meeting.

Recommended motion: Recommend to authorized reallocation of budget funds in the amount of \$130,000 from the Capital Vehicle and Equipment budget to the Police Department Salaries and Wages budget.