



AGENDA REPORT

City Council Meeting

TODAY'S DATE: March 5, 2025
MEETING DATE: March 19, 2025
TO: City Council
FROM: Cheryl Hughes, Central Services Director
SUBJECT: Approve Salary Administration Policy Changes

DESCRIPTION/BACKGROUND:

City Council adopted the current Salary Administration Policy in December 2018 and last revised July 2023. City staff recognize a change needed within the policy that needs updating that has to do with retirement and Police.

The following change is being requested at this time:

1. Section E – Years of Service (Longevity) Recognition Awards
 - a. Add #3 to this Section that reads:
 - i. For Police, in addition to the retirement recognition award a retiring employee would receive as outlined in #2 above, a retiring police officer will also be provided their duty weapon to take with them at retirement.

Police officers take great pride in serving their communities. Allowing them to retire with their duty weapon is a meaningful gesture of gratitude from the City, recognizing their dedication and service. This token holds significant value to retiring officers, symbolizing their commitment and years of service.

STAFF RECOMMENDATION:

Staff recommends City Council consider approving the change to Section E – Years of Service (Longevity) Recognition Awards that would provide a police officer their duty weapon upon retirement.

ACTION:

City Council to approve changes to change to Section E – Years of Service (Longevity) Recognition Awards that would provide a police officer their duty weapon upon retirement.

WILL THERE BE ANY FINANCIAL IMPACT? No HAS THIS ITEM BEEN BUDGETED? N/A

ATTACHMENTS:

- Proposed Resolution
- Salary Administration Policy redlined section