

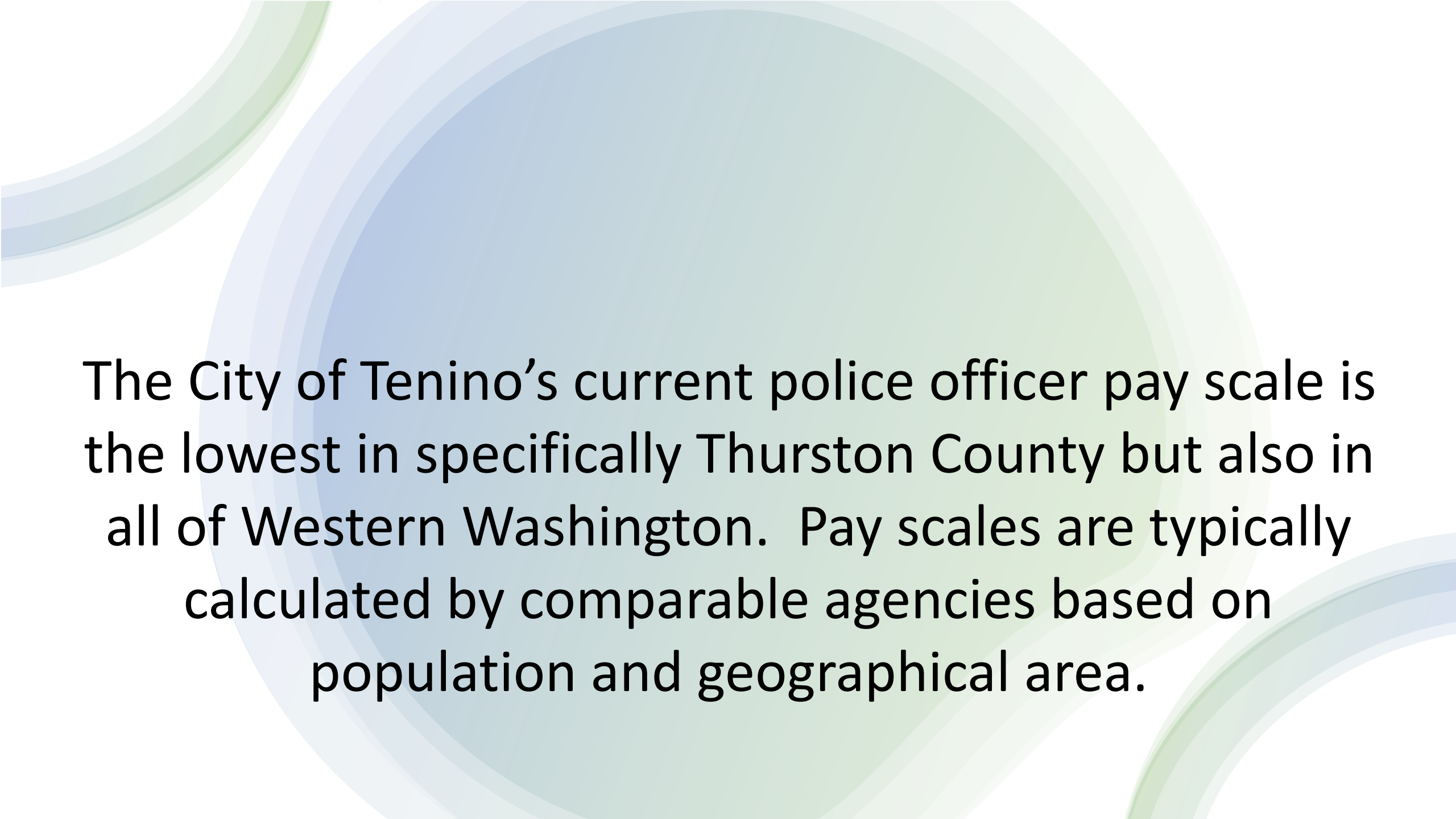


Pay Scale Restructure Proposal

2023 Salary

Step Position	Hourly Wage	Monthly Salary
1	\$ 24.04	\$ 3,967.00
2	\$ 25.80	\$ 4,265.49
3	\$ 27.83	\$ 4,592.08
4	\$ 29.16	\$ 4,812.75
5	\$ 29.90	\$ 4,934.11
6	\$ 31.39	\$ 5,180.83

As everyone is aware, public safety and local crime trends are increasing. Officer recruitment and retention are and traditionally have been challenges facing all cities. Those very issues have been magnified in recent years by current events. Most cities are experiencing significant police officer recruitment and retention issues. Smaller cities face even larger challenges.



The City of Tenino's current police officer pay scale is the lowest in specifically Thurston County but also in all of Western Washington. Pay scales are typically calculated by comparable agencies based on population and geographical area.

Currently, the city has two officers that have applied at other agencies with one actively moving through the background process. Both officers expressed a sincere desire to stay but due to (1) the pay scale and (2) the cost of healthcare benefits for spouse and dependents at 40% of the officer's salary, while other agencies are including benefits for all family members along with a large pay bump.

Examples of near by agencies.....



Thurston County Sheriff Office (deputy)
\$36.56 to \$45.43



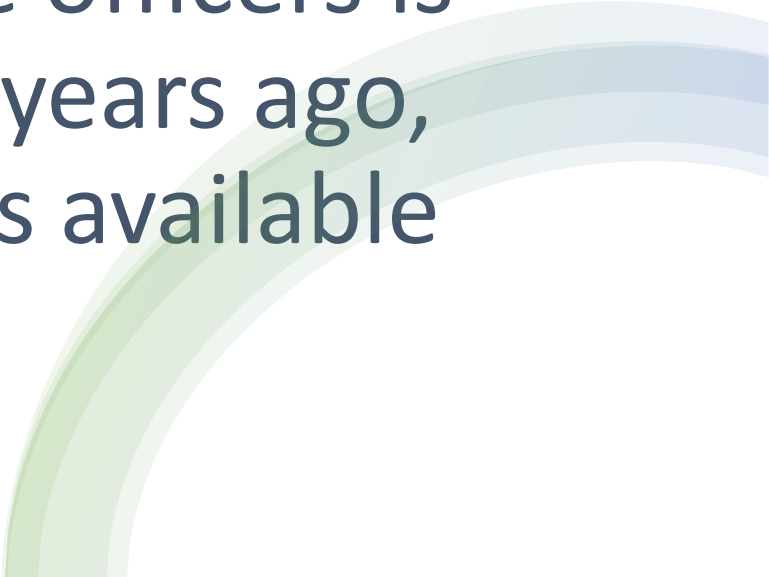
Nisqually Tribal Police (patrol)
\$36.10 to \$44.22

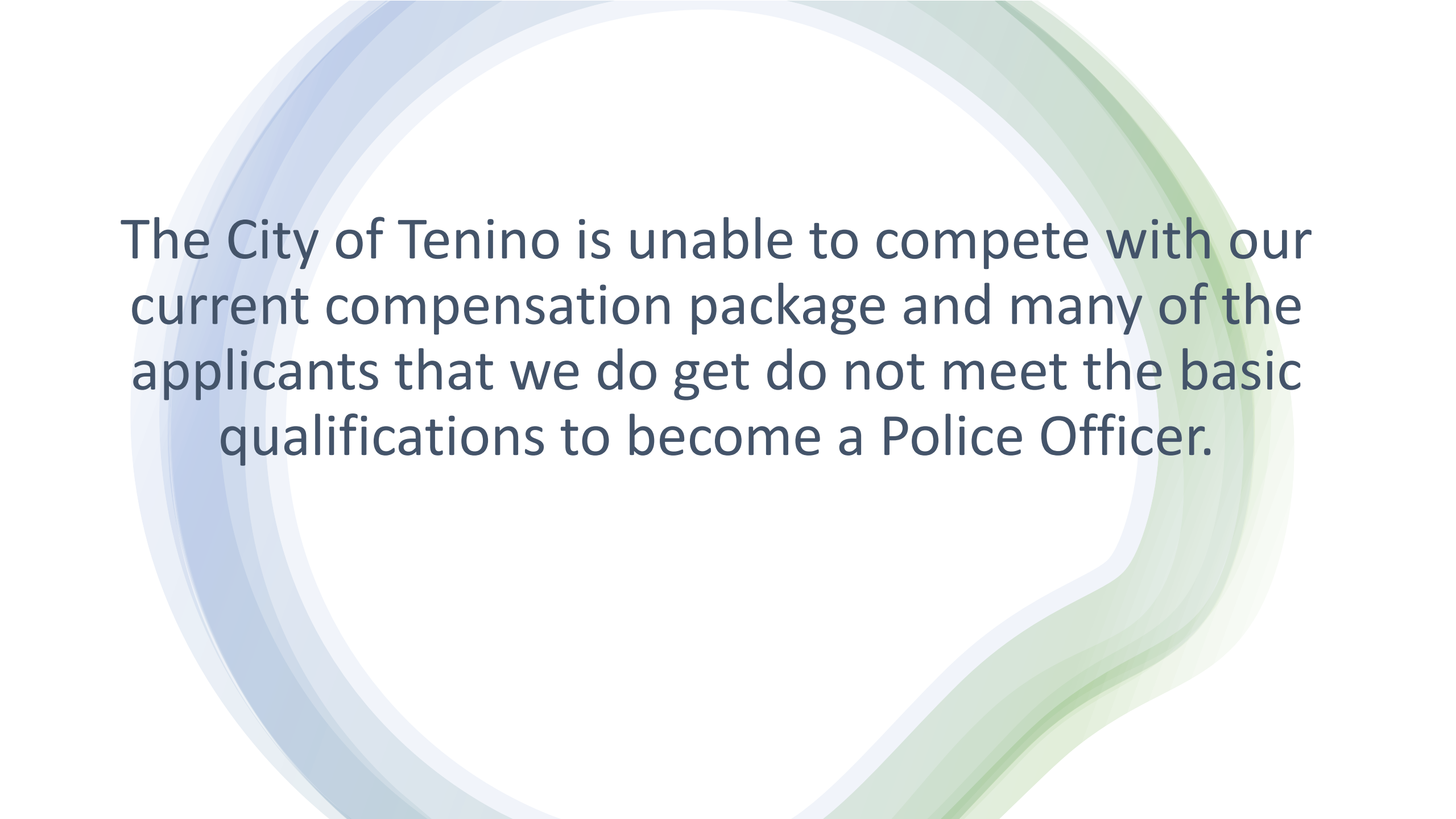
Top ranges for more agencies in Western Washington....

2022 City, Top Step wages, and Population

- ***Cosmopolis***
 - Wage \$35.72
 - Population 1675
- ***Westport***
 - Wage \$41.73
 - Population 2254
- ***Elma***
 - Wage \$44.54
 - Population 3477
- ***Long Beach***
 - Wage \$38.22
 - Population 1719
- ***McCleary***
 - Wage \$38.61
 - Population 2039
- ***Eatonville***
 - Wage \$45.20
 - Population 2854

As you can see the discrepancies in pay are at best significant and in some cases shocking. It is understood that compensation packages are largely driven by city budget. That however does not change the retention and recruitment challenges we are facing. Recruitment and retention of police officers is essentially “market driven.” A few years ago, there were thousands of police jobs available and very few applicants.





The City of Tenino is unable to compete with our current compensation package and many of the applicants that we do get do not meet the basic qualifications to become a Police Officer.

Currently the Tenino Police Department has four full time police officers' positions. We are unable to maintain four at our current pay scale due to attrition.




I am currently proposing three options for review to assist with retention and recruitment.

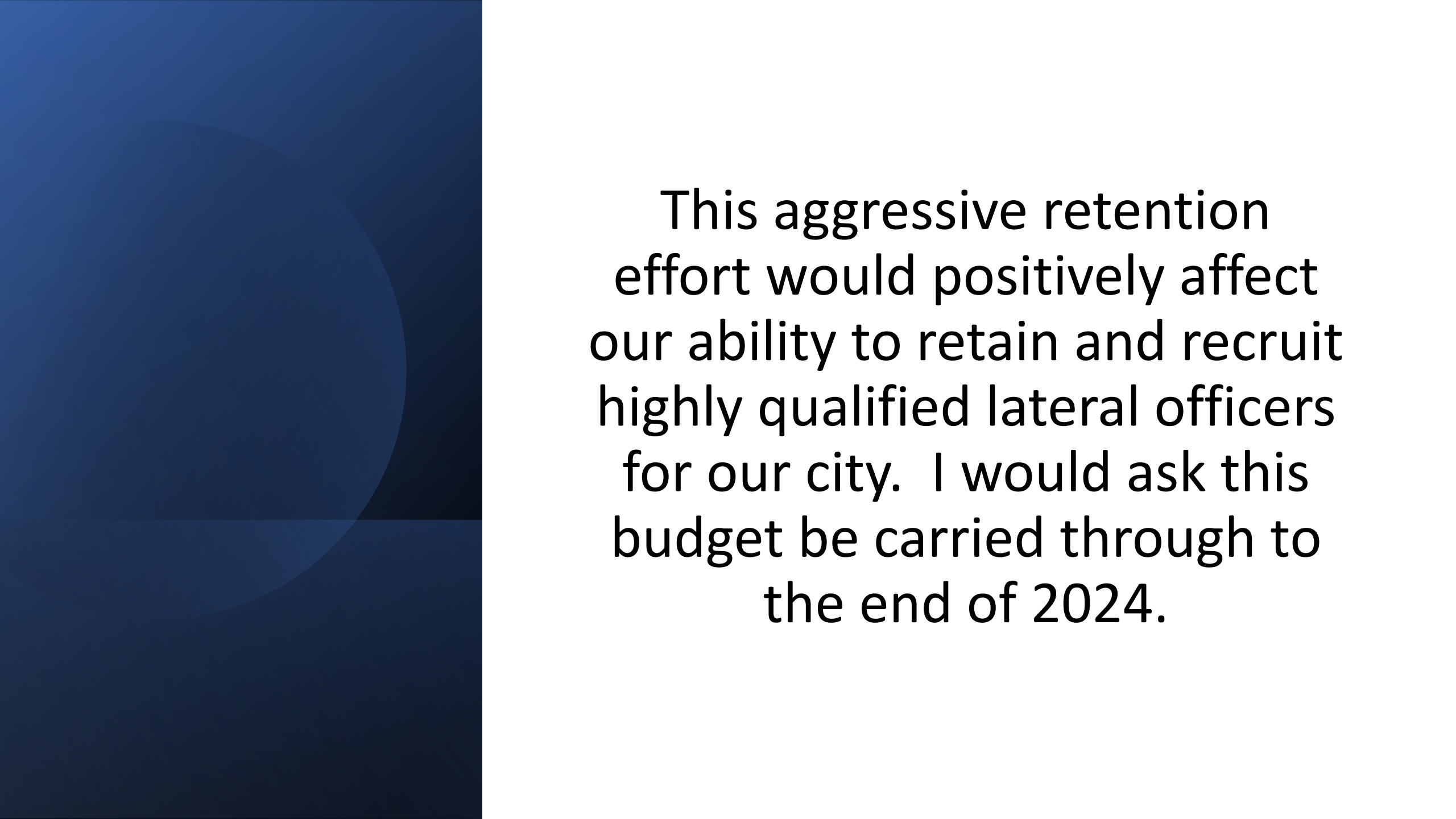
Current payroll budget for four patrol officers is \$238,343.

Option 1 - Increase the pay scale to be more competitive to other Thurston County agencies.

STEP	HOURLY	MONTHLY	YEARLY
1	\$ 33.00	\$ 5,445.00	\$ 65,340.00
2	\$ 34.73	\$ 5,730.45	\$ 68,765.40
3	\$ 36.56	\$ 6,032.40	\$ 72,388.80
4	\$ 38.39	\$ 6,334.35	\$ 76,012.20
5	\$ 40.31	\$ 6,651.15	\$ 79,813.80
6	\$ 42.32	\$ 6,982.80	\$ 83,793.60



Option 1 proposal would decrease this year budget by close to \$3,000.00 acknowledging officers staying at their current step. In a effort to retain current officers, I also asked, we move each officer 1 step forward on the scale.



This aggressive retention effort would positively affect our ability to retain and recruit highly qualified lateral officers for our city. I would ask this budget be carried through to the end of 2024.

Comparison chart

Currently		
	Hourly	Salary
Step 1	\$24.04	\$3,967.60
Step 2	\$25.80	\$4,265.49
Step 3	\$27.83	\$4,592.08
Step 4	\$29.16	\$4,812.75
Step 5	\$29.90	\$4,934.11
Step 6	\$31.39	\$5,180.83

Proposed		
	Hourly	Salary
Step 1	\$33.00	\$5,445.00
Step 2	\$34.73	\$5,730.45
Step 3	\$36.56	\$6,032.40
Step 4	\$38.39	\$6,334.35
Step 5	\$40.31	\$6,651.15
Step 6	\$42.32	\$6,982.80

Option 2 - Suspension of position number 4 and reallocation of those funds to the remaining 3 officers. Each of the 3 remaining officers would receive an approximated \$10.47 per hour raise for the remaining months of the year. No monetary change to the existing budget.

Option 3 - Suspension of position number 4 and reallocation of those funds to all 6 steps of the pay scale. This will result in a \$5.23 hourly increase to each step. No monetary change to the existing budget.