RESOLUTION 2020-11
AGENDA ITEM

TO: **Mayor & City Council**

FROM: **Police Chief Rick Bashor**

DATE: **March 16, 2020**

RE: **Policies for Police Department Comp and OT**

Background

With the passing of the ¼ cent Law Enforcement Sales Tax, the City of Cameron will begin to see a portion of these tax dollars collected and available to the City beginning in May. Based on discussions with the Public Safety Committee, there are three steps that can be implemented to assist with attracting and retaining qualified Police employees. It was determined that these steps can be implemented as the tax dollars become available.

The first step the committee identified was to separate all Police Department employees from the City pay matrix and form a separate pay matrix for the Cameron Police Department personnel which would include, Police, Communications and Records. The City is in the process of conducting a salary and compensation study with the Austin Peters Group. Upon completion of that process, a separate pay matrix for the Police Department will be created.

The next step would be to reduce &/or eliminate the accrued comp time balances of Police Department staff. As funds become available, these balances will be paid out at regular intervals until the unfunded liability to the City is reduced/eliminated and the employee's comp time balances are manageable or completely paid out.

The final step would be to guarantee Police personnel receive overtime pay for special events and certain qualifying criminal investigations with authorization by the Chief of Police. Normal overtime for police officers is based on a four-week schedule. This policy would guarantee overtime for certain qualified events and supersede the four-week calculation and would begin once the Law Enforcement Sales Tax begins to accrue sufficient funds.

Recommendation

Staff recommends approval.

Resolution 2020-11

A RESOLUTION FOR THE CITY OF CAMERON, MISSOURI TO MAKE CHANGES TO THE POLICE DEPARTMENT'S OVERTIME AND COMP TIME POLICIES AND TO CREATE A SEPARATE PAY MATRIX FOR THE DEPARTMENT UPON COMPLETION OF THE SALARY STUDY

WHEREAS, the Cameron Police Department has experienced hardships in recruiting and retaining qualified employees; and

WHEREAS, to that end, the Council placed a ¼% sales tax on the November 2019 ballot to fund police salaries and public safety improvements and the voters of Cameron approved said sales tax, the new sales tax to begin being collected in April of 2020.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council for the City of Cameron, Missouri, as follows:

Section 1. As Police Sales Tax funds become available, Police employee's comp time balances will be paid out at regular intervals until the balances are manageable or completely eliminated.

Section 2. Beginning in May 2020, Police employees will receive overtime pay for special events and certain qualifying criminal investigations with prior authorization from the Chief of Police. These guaranteed overtime situations will supersede the normal overtime calculations based on a four week (28-day) schedule.

Section 3. Upon completion of the salary and compensation study, a separate pay matrix will be created for Police Department personnel.

Section 4. The Mayor is authorized to sign this Resolution approving it on behalf of the City of Cameron.

Section 5. The City Clerk is directed to attest to the Mayor's signature.

PASSED AND APPROVED this 16th day of March 2020.

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Mayor Darlene Breckenridge

ATTEST:

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City Clerk