RESOLUTION 2020-33

AGENDA ITEM

TO: Mayor and City Council

FROM: Shellie J. Blades, City Clerk

DATE: September 21, 2020

RE: **Police Department salary matrix**

BACKGROUND:

The Police Department and City Council have been working to resolve issues with recruitment and retention of quality employees for the department for the last several years. To that end, the Council adopted Resolution 2018-45 in November of 2018 stating their commitment to resolve these issues. Last November, the citizens of Cameron overwhelming voted their support by passing a ¼% sales tax to fund the solution to the issue of police salaries. The Austin Peters Group was then retained to conduct a salary and benefits study as well as review all the City's job descriptions for ADA and FLSA compliance.

The Austin Peters Group will be making a presentation to Council at the October 5, 2020 Council Meeting with the full results of the salary study. The information they provided the City was the basis for the new salary pay grade/step matrix for the Police Department. Their information set the grades and ranges for each job description based on their market analysis. That matrix was then adjusted for COLA and then further adjusted to be more competitive within the market and to align with the requirements indicated by the Police Department in their presentations to Council and the Public Safety Committee.

RECOMMENDATION:

I would like to recognize the hard work put into bringing this Resolution to fruition by Police Chief Bashor, Sgt. O'Boyle and Human Resource Manager Amy McVicker. Staff recommends approval.

Resolution 2020-33

A RESOLUTION OF THE CITY OF CAMERON, MISSOURI ADOPTING A NEW, SEPARATE PAY GRADE AND STEP MATRIX FOR THE CITY OF CAMERON POLICE DEPARTMENT

WHEREAS, the City of Cameron adopted a new grade and step pay plan in 2003; and

WHEREAS, the market for the Police Department jobs reflected in the 2003 pay plan (and various modifications since) has changed; and

WHEREAS, the City Council has pledged through Resolution 2018-45 its support to identify and resolve issues of the Cameron Police Department in recruiting and retaining quality employees for the department; and

WHEREAS, to that end, a salary and benefits study was completed by the Austin Peters Group to address these issues as well as the overall status of the City's pay plan for all employees.

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

Section 1. The City Council hereby adopts the new salary grade/step matrix and job descriptions in grade order attached hereto as **Exhibit A** and **Exhibit B** and incorporated as fully set forth herein.

Section 2. The Mayor is authorized to sign this Resolution approving it on behalf of the City of Cameron, Missouri.

Section 3. The City Clerk is directed to attest to the Mayor's signature.

Section 4. Upon its passage and approval, this Resolution shall be in full force and effect beginning October 1, 2020.

READ TWO TIMES, passed and approved this 21st day of October 2020.

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Mayor Dennis M. Clark

ATTEST:

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City Clerk