



Staff Report

File #: 20-186

Version: 1

Date: 5/26/2020

Item #: 2.3i.

TO: Mayor and City Council

THROUGH: Steve Powers, City Manager

FROM: Mina Hanssen, Human Resources Director

SUBJECT:

Fire and Police Management Compensation.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

ISSUE:

Shall City Council approve salary range adjustments for the classifications of Police Lieutenant, Deputy Fire Chief, Deputy Police Chief, and Assistant Fire Chief of Operations classifications effective July 1, 2020.

RECOMMENDATION:

Approve the following recommended compensation salary range adjustments effective July 1, 2020:

1. Increase the salary range for the Police Lieutenant classification by 5% to a new monthly salary range of \$9,742.46 - \$10,963.68. The increase will assist in maintaining internal equity and labor market competitiveness.
2. Maintain the current salary range alignment for the classifications of Police Lieutenants, with the Deputy Police Chief, Deputy Fire Chief and Assistant Fire Chief classifications.
3. Increase the salary range for the Deputy Fire Chief and Deputy Police Chief classifications by 5% to a new monthly salary range of \$11,103.82 - \$12,497.94. Increase the salary range for the Assistant Fire Chief of Operations classification by 5% to a new monthly range of \$11,764.48 - \$13,242.32.

SUMMARY AND BACKGROUND:

The Human Resources Department conducted a market analysis of Police Lieutenants, Deputy Fire

and Deputy Police Chiefs, and Assistant Fire Chief classifications due to concerns over internal equity and recruitment. Compensation for the Lieutenants should be increased to maintain a competitive position in the labor market and to address concerns about internal equity. The classifications of Deputy Chief in Police and Fire are on the same pay range. In order to maintain equity between the classifications, adjustments are needed to the classifications of Deputy Police Chief and Assistant Fire Chief.

FACTS AND FINDINGS:

Cost of living adjustments that were given to the Salem Police Employees Union (SPEU) exceeded cost of living adjustments that were given to Police and Fire unrepresented command staff. As a result, internal equity was not maintained, and salary compression has occurred. Increasing the salary range for the classification of Police Lieutenant to a new monthly salary range of \$9,742.46 - \$10,963.68 will maintain an appropriate compensation spread between the command staff and represented staff, maintain internal pay equity and improve the City's market position. Increasing the Deputy Chief salary range to a new monthly range of \$11,103.82 - \$12,497.94 for both Fire and Police will maintain internal alignment and maintain external equity with comparable agencies. The Assistant Fire Chief classification will be increased to a new monthly range of \$11,764.48 - \$13,242.32.

The recommended compensation adjustments for the Fire and Police Management classifications will have a fiscal impact of approximately \$28,820 (Fire), and \$95,370 (Police) for the FY2020/2021. The anticipated costs would be absorbed by the current departments' budgets.

Mina Hanssen
Human Resources Director

Attachments:

1. None