



## Staff Report

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**File #:** 21-145

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**TO:** Mayor and City Council

**THROUGH:** Steve Powers, City Manager

**FROM:** Michele Bennett, AIC Human Resources Assistant Director

**SUBJECT:**

Police Sergeant Compensation.

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

Result Area(s): Good Governance.

**ISSUE:**

Shall the City Council approve a salary range adjustment for the Police Sergeant classification retroactive to July 1, 2020.

**RECOMMENDATION:**

Approve a 5% salary range adjustment for the Police Sergeant classification retroactive to July 1, 2020, to a new monthly salary range of \$8,658.00 - \$9,744.80.

**SUMMARY AND BACKGROUND:**

In May 2020, Council approved a 5% salary range adjustment effective July 1, 2020, for classifications in Fire and Police Management including Lieutenants, Deputy Fire and Deputy Police Chiefs, and Assistant Fire Chief classifications due to salary compression between command staff and represented staff. The Police Sergeant classification, also in Police Management, was not included in the previous recommendation for a salary adjustment effective July 1, 2020, due to a pending representation petition filed by the Salem Police Employees Union with the Employment Relations Board. The representation petition has been decided and the Police Sergeants will remain in Police Management. In order to maintain equity between all the Police Management classifications and avoid salary compression with the represented staff, an adjustment is needed to the classification of Sergeant.

## **FACTS AND FINDINGS:**

Increasing the salary range for the classification of Police Sergeant to a new monthly salary range of \$8,658.00 - \$9,744.80 retroactive to July 1, 2020 will maintain an appropriate compensation spread between the command staff and represented staff for internal pay equity. The recommended compensation adjustment for the Police Sergeant classification will have a fiscal impact of approximately \$216,700 for FY2020/2021. The anticipated costs would be absorbed by the Police Department's budget.

### **Attachments:**

1. None.