



City of Jonesboro

Municipal Center
300 S. Church Street
Jonesboro, AR 72401

Meeting Minutes Public Safety Council Committee

Tuesday, August 16, 2016

4:30 PM

Municipal Center

1. Call To Order

2. Roll Call by City Clerk Donna Jackson

Present 4 - Gene Vance;Chris Moore;Mitch Johnson and Todd Burton

Absent 1 - Chris Gibson

3. Approval of minutes

MIN-16:094

Public Safety Committee Meeting on July 19, 2016

A motion was made by Councilman Chris Moore, seconded by Councilman Todd Burton, that this matter be Passed . The motion PASSED with the following vote.

Aye: 3 - Gene Vance;Chris Moore and Todd Burton

Absent: 1 - Chris Gibson

4. New Business

Ordinances To Be Introduced

ORD-16:052

AN ORDINANCE TO AMEND ORDINANCE 46-70 TO EXEMPT CITY APPROVED SHOOTING RANGES FROM THE LOUD NOISE ORDINANCE

Chief Elliott stated there were a few modifications needed that were suggested by the Arkansas Game and Fish so that we wouldn't have any problems.

A motion was made by Councilman Chris Moore, seconded by Councilman Todd Burton, that this matter be Recommended to Council . The motion PASSED with the following vote.

Aye: 3 - Gene Vance;Chris Moore and Todd Burton

Absent: 1 - Chris Gibson

5. Pending Items

6. Other Business

COM-16:062

Mosquito Report July, 2016

Councilman Moore asked how many flyovers have been completed by Vector for mosquito control. Chairman Johnson stated he did not know because he did not pull this report up. He said he didn't think they were on schedule for what they were to do. Suzanne Allen, CFO, said the Mayor asked them for a schedule and she assumed when he got it, he would pass it along. Councilman Moore said he understood that flying the airplane is completely dependent upon the weather. Chairman Johnson said that it also depends upon the humidity and temperature. Councilman Moore stated that he wanted to make sure that we were getting all of the ones that we negotiated for in the last contract. Chairman Johnson said we can follow up and if they are behind, they can pick up on it. Councilman Moore asked if the Mayor could send him an email to let him know where they are at on the flyovers.

Chairman Johnson motioned and Councilman Moore seconded that the committee suspend the rules and add the Police Compensation Plan to the agenda. All voted aye.

COM-16:068

Proposed Police Pay Plan

Chairman Johnson stated the Committee was formed after we had a special meeting in May. He said they have worked to present something and now after much discussion, there is a plan. He stated they have revisited several things and he thinks they do have a plan in place now.

Chief Elliott gave a PowerPoint presentation on the Police Compensation Plan. He said this committee was formed to come up with a Police Compensation Pay plan. He said they met several times and formulated a plan. They took the existing plan that is in place from Johansen and made some enhancements. The Johansen Plan has a salary scale for employees which includes a Low, Mid and Max, but there has never been a path on how to move up that scale. We wanted to create a step path to get to the Mid-point and the Max. We felt that by creating a step plan, it would help us with recruitment and retention. It would give a potential employee a scale that shows how to get from year one to their max at 20 years as a patrolman and other ranks were included. He stated that the purpose of the committee was to come up with a plan that was more competitive in the market and help with the retention of current employees. We have lost 77 officers in the last five years so retention is an issue that is concerning to us. Each time an officer leaves, that is money that we have invested in that individual and we have lost. Some of the lost employees have been due to termination, but most have been due to those seeking better wages whether it is in law enforcement or the private sector.

Chief Elliott said the city has utilized several professional groups to conduct salary surveys. He stated that the city has made adjustments, but then not revisited the plan on a regular basis, making the salaries behind market value. It was agreed that the Johansen Plan would be revisited in a few years to maintain a competitive market. Chief Elliott stated they rounded the starting officer salary to \$34,500 where we are currently at \$32,429. He said we are trying to stay competitive, but there are other agencies around us that start out making more money than we do. We used the years of 1, 3, 5, 7, 10, 15, and 20 on this plan. The reason being that we typically lose a lot of officers between the years of 1 thru 7 due to them not knowing what their salary would be. We think if we define a clearer path for them, it will help with retention. The goal is that we want to have a clearly defined path to get to the

mid-point on the salary scale and then to the maximum point. Chief Elliott said they took several salary scales from different agencies across Arkansas and around the country and this was in sync with what other cities are doing and have done. This is the scale that we chose to adopt. The scale starts to compress down once you are past patrol officer because typically that person is not going to be in that position that long. The Sergeant position is at years 1, 3, 5, 7, and 10. The Lieutenant position is at years 1, 3, 5, and 7. The Captain, Assistant Chief, and Chief positions are at years 1, 3, and 5 due to them getting closer to retirement.

Councilman Moore asked if the numbers on the far right represent the numbers from the Johansen Group Study. Chief Elliot said yes. He also stated that when the Johansen Plan was implemented, we were still 3 percent below the market average. He said this scale represents 6 percent. Councilman Moore asked if the \$51,600 represents the max for officer. Chief Elliot stated that is the maximum. He said we built in a step scale and added a percentage to it. He said that law enforcement is a very competitive market and cities across the state and country are having a hard time recruiting officers. We want to make the salary competitive because we want to recruit the best that we can for our community. He stated that in the last hiring round, they started with 56 applicants, but ended up with 9 that were eligible for hire. He said they are not getting quite what they need on quality applicants. To help alleviate this, we are trying to enhance the plan and the market.

Chief Elliott stated that the second problem they had was going from patrolman to sergeant. He said we have several senior patrolmen that elect not to pursue the rank of sergeant due to the fact there is only a small percentage of pay raise. We needed to get more separation and incentive between patrolman and sergeant and some of the other ranks. We took the numbers and rounded them up and tried to get a spread. We are trying to recruit certified officers and a quick solution is to be able to bring them in at the 3 year pay instead of the 1 year.

Chief Elliott said that we have something that we feel is fair to everyone. He said this is a very simple plan, but we think it will sustain the PD for years to come. The city used to have a step plan and it was removed back in the mid 1990's.

Councilman Moore asked how the incentive plan factor into this plan. He asked if it goes on top of this plan. Chief Elliott said that it would be on top of this plan. He said the incentive plan is not in place right now because the salary survey committee is still working on the new incentive plan. He stated that anyone that was on the old incentive plan, it has been rolled into their base salary. The new incentive plan will have a \$4,000 cap on it is my understanding so that would be on top of this. Councilman Moore asked if that \$4,000 incentive plan is factored into the cost of this plan. Chief Elliott said that it is. Councilman Burton asked if the incentive plan would help you get to the mid or max point sooner. Chief Elliott said this is a base salary plan and the incentive plan is the icing on the cake. He said if you start rolling it into your base, you can get out of kilter because you could make out sooner for some people and that's not really an incentive. Councilman Moore asked if the plan cost included the incentive or not. Chief Elliott said that not everyone would get the \$4,000 and it would essentially bring the cost of the plan down, but the proposed plan cost does include it. Councilman Moore asked if the handout of the proposed plan was the max cost. Chief Elliott said yes, but they expect it to come down because not everyone will take advantage of the incentive plan.

Councilman Moore asked Chairman Johnson if he was looking for a recommendation to send this plan to the Finance Committee so they can study a way to fund this. Chairman Johnson said that is why they are coming here today with their recommendation. He said we feel like this is a good plan for being able to bring

qualified officers here to where we don't have the cost of having to train them off the street. He said he believes they may lose officers if something is not done. He stated that the city is only going to grow and we are going to have to increase the number of officers we have. He said with this plan in place, we will be able to bring in those qualified officers who can go ahead and go to work.

Councilman Moore stated there has to be some way to distinguish someone new from someone who has been on the job longer. He said there has to be some way of rewarding experience and on-the-job training. Chief Elliott said some compression issues were dealt with and that was a step in the right direction, but more enhancements need to come about. He said this is a simple plan, but it is a matter of costs. Councilman Moore stated that on-the-job training is invaluable. Chairman Johnson agreed.

Councilman Moore motioned and Councilman Burton seconded to forward this to the Finance Committee for discussion.

Aye: 3 - Gene Vance; Chris Moore and Todd Burton

Absent: 1 - Chris Gibson

7. Public Comments

Harold Carter, 902 Tony, asked how much this pay plan would increase the average police salary for next year. He said he could not calculate this in his head quick enough to know what this would mean for an officer. Councilman Moore gave Mr. Carter the handout he had on the proposed pay plan. He said it outlines the average first year raise and the highest first year raise for each position and that may answer your question. Mr. Carter stated he didn't think this would be enough to deal with the issue of attrition for patrol officers and younger officers in the future. He doesn't believe the problems incurred will be addressed with a pay plan like this. He asked what the average increase would be next year. Councilman Moore said he just gave it to him. Chief Elliott showed Mr. Carter and told him anywhere from \$2,800 to \$7,718 and it depends where they fall on the scale. Councilman Moore stated that the first three pages have every individual's actual salary listed on there. Chairman Johnson stated they had a representative go back to the other officers and inquire as to their requests and the consensus was that they agreed that this pay plan worked for them. He said the way they spread it out over the 20 years for the patrol should target where we are having our problems out.

Mike Hart, 4504 Peter Trail, asked for a clarification on policeman holiday pay. He understands that it is taken out of their salary and it is not like the other city employees that have a separate line item as far as holiday pay. Councilman Moore asked if Chief Elliott could explain that. Chief Elliott stated that as it is written now, the holiday pay is rolled into our annual base salary. He said back in the 1980's, they elected to go to one check and put it into their annual base salary and that has been the basis all the way through. Johansen says they factor in holiday pay when they do their salary surveys. As it is now, it is averaged in and Suzanne Allen, CFO, has documentation back to the time that it started. He said that the officer's would like to see it broken down on their paystub. With Springbrook software, they will be getting with them on how to get that line item added to their paystub. Councilman Moore asked how holiday pay was calculated. Chief Elliott said they have 11 paid holidays that is averaged into 24 paychecks. Councilman Vance asked if that would affect how their pension is calculated. Chief Elliott said that any income that comes in is considered for Lopfi. He said Johansen figures it in so we proceeded with what we got. He stated there may be other questions about that, but we will address them as they come up. Mr. Hart wanted to know if they get paid if they work on a holiday.

Chief Elliott said they are already paid for it whether they work on the holiday or not and that is by state law.

8. Adjournment

A motion was made by Councilman Gene Vance, seconded by Councilman Chris Moore, that this meeting be Adjourned . The motion PASSED with the following vote.

Aye: 3 - Gene Vance;Chris Moore and Todd Burton

Absent: 1 - Chris Gibson