

**RESOLUTION ADOPTING CHANGES TO TOWN OF CARRBORO SWORN
POLICE OFFICER POSITION CLASSIFICATION AND PAY PLAN**

WHEREAS, the Town of Carrboro is dedicated to providing high quality municipal services within our diverse community in a friendly, professional, and efficient manner in order to promote the safety, health, and quality of life of residents and employees; and,

WHEREAS, the Carrboro Police Department like many other local law enforcement agencies is at a crucial juncture in staffing due to high turnover among sworn Police Officers, a high number of vacancies, and difficulty recruiting due to the decline in the labor force as well as the decline in applicants; and,

WHEREAS, informal surveys with law enforcement agencies in the local labor market by the Police Chief and Human Resources Director indicate that the Town's compensation plan currently lags the market by approximately \$4,000 annually; and,

WHEREAS, law enforcement agencies in the local labor market are taking steps to increase the minimum starting salary for sworn law enforcement officers to at least \$46,000 annually; and,

WHEREAS, the Town Manager has identified salary adjustments necessary to allow the Town to be more competitive within the local labor market for sworn police officers.

NOW, THEREFORE, THE TOWN COUNCIL OF THE TOWN OF CARRBORO RESOLVES:

Section 1. The Position Classification and Pay Plan minimum salary for sworn police officers is hereby modified as follows:

| <u>Position</u> | <u>Salary Grade</u> | <u>Current Minimum Salary</u> | <u>New Minimum Salary</u> | <u>% Increase</u> |
|--------------------|---------------------|-------------------------------|---------------------------|-------------------|
| Police Trainee | 6 | \$ 33,393 | \$ 37,393 | 12.0% |
| Police Officer I | 11 | \$ 42,878 | \$ 46,878 | 9.3% |
| Police Officer II | 12 | \$ 45,020 | \$ 49,020 | 8.9% |
| Police Officer III | 13 | \$ 47,175 | \$ 51,175 | 8.5% |
| Police Sergeant | 14 | \$ 49,636 | \$ 53,636 | 8.1% |
| Police Lieutenant | 16 | \$ 54,723 | \$ 58,723 | 7.3% |
| Police Captain | 19 | \$ 63,348 | \$ 67,348 | 6.3% |
| Police Chief | 24 | \$ 80,851 | \$ 84,851 | 4.9% |

Section 2. All other provisions of the Position Classification and Pay Plan remain unchanged.

Section 3. The Human Resources Director shall revise the Position Classification and Pay Plan to reflect the changes in Section 1 above.

Section 4. This resolution shall become effective upon adoption.