



## Legislation Text

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**File #:** 16-359, **Version:** 1

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**TITLE:**

Establishment of Career Development Plan for Carrboro Police Officers

**PURPOSE:** To provide officers with opportunities for training and development that will give them career advancement and salary increases, in addition to the Town's competitive promotional opportunities program.

**DEPARTMENT:** Human Resources Department and Police Department

**CONTACT INFORMATION:** Carol Dorsey 919 918-7321 and Walter Horton 919 918-7408

**INFORMATION:** Effective January 1, 2017, the Town will begin a Career Progression Plan for the Police Department, adding the position of Police Officer II, salary grade 10. Officers that meet the required criteria for training, service, and performance will be eligible to advance from Police Officer I to Police Officer II. For more detail see attachment A

**FISCAL & STAFF IMPACT:** STAFF Impact: Improvement in education level of Officers, in morale, recruiting, retention, and in service to TOC residents. FISCAL Impact: The annual fiscal impact will vary, and will be estimated annually during budget development. The initial fiscal impact (January 2017) is estimated to cost approximately \$15,000. This sum will be charged to the current operating budget of the Police Department. (Monies from lapsed salaries and other savings will provide funds for the FY2016/2017 costs.) No monies from the Fund Balance will be used to pay for the Career Development Program, now or in the future. More detail is provided in attachment A

**RECOMMENDATION:** We recommend the board adopt this resolution.