Legislation Text

File #: 22-27, **Version:** 1

TITLE:
Police Department Sworn Officer Market Salary Adjustment

PURPOSE: The purpose of this item is to request a market salary adjustment for sworn police officers to address turnover and recruitment issues.

DEPARTMENT: Town Manager's Office, Finance, Human Resources, Police

CONTACT INFORMATION: Town Manager Richard White (rwhite@townofcarrboro.org <mailto:rwhite@townofcarrboro.org>), Finance Director Arche McAdoo (amcadoo@townofcarrboro.org <mailto:amcadoo@townofcarrboro.org>), Human Resources Director Julie Eckenrode (jeckenrode@townofcarrboro.org <mailto:jeckenrode@townofcarrboro.org>), Police Chief Chris Atack (catack@townofcarrboro.org)

INFORMATION: Like many police departments across the state, the Carrboro Police Department is facing high turnover among police officers, difficulty recruiting, and a high number of vacancies which is currently at seven for sworn officers. Several officers have left town employment to join neighboring police departments which are paying higher salaries. These ongoing issues are affecting service delivery.

To continue providing high quality municipal services within our diverse community in a friendly, professional, and efficient manner to promote the safety, health, and quality of life of residents and employees, the Town will need to join other law enforcement agencies in the local labor market in taking steps to increase the minimum starting salary for sworn law enforcement officers.

Informal surveys with local law enforcement agencies in the local labor market by the Carrboro Police Chief and the Human Resources Director indicate that the sworn police officers' starting salaries within the Town's compensation plan currently lag the market by approximately $4,000 placing the Town at or near the bottom of the starting salary range.

The Town Manager has identified salary adjustments (Attachment) necessary to allow the Town to be more competitive within the local labor market for sworn police officers. The minimum starting salary will increase from $42,878 to $46,878. In addition, to retain current officers and to not further exacerbate existing compression issues within the police pay structure, the Town Manager recommends that all sworn officers' salaries be increased by $4,000.

If approved, these adjustments will be made at the next payroll.

FISCAL & STAFF IMPACT: The total cost of these adjustments is $194,532 and will be funded using salary savings within the Police Department FY22 Budget.

RECOMMENDATION: It is recommended that Council review the agenda item materials and approve the resolution.

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