RESOLUTION NO. 2005-254

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE AUTHORIZING SALARY RANGES FOR SWORN PERSONNEL IN THE CITY OF ELK GROVE POLICE DEPARMENT

WHEREAS, on April 27 2005, the City Council took action to notice Sacramento County with an intent to cancel its contract for police services, thereby establishing an 18-month timeline to create a municipal police department; and

WHEREAS, sworn positions for public service are in place as per the 2005-06 service plan; and

WHEREAS, the City's salary ranges are structured to attract, and retain law enforcement personnel from the region; and

WHEREAS, sworn positions will be hired over the next 12 – 14 months as the City transitions police services from Sacramento county; and

WHEREAS, a salary survey has been completed and the City Manager is recommending salary ranges as proposed.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Elk Grove approves salary ranges as set forth in Attachment A for the positions of Police Officer, Police Sergeant, Police Lieutenant, and Police Captain. The City Council also authorizes the City Manager to make minor amendments to the salary structure as may be needed throughout recruitment. Substantive changes would require City Council approval.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 1st day of September 2005.

DANIEL BRIGGS, MAYOR of the CITY OF ELK GROVE

APPROXED AS TO FORM:

ANTHONY B. MANZANETTI, **CITY ATTORNEY**

ATTEST SON, CITY CLERK

Attachment A -Proposed Salary/Benefits for Public Safety Personnel

	City of Elk Grove Benefits for Sworn Positions
СТО	Overtime pay is at time and one half calculated against base pay or option for CTO upon management approval.
Stand-by Pay/Call-in Pay	Non-exempt employees will be paid a minimum of two (2) hours, or actual hours worked if more than two (2), When on stand-by or called in to work on a scheduled day off.
Training Differential – Field Training Officer	5-10% available upon Management approval.
Holiday in Lieu (HIL)	Accrue to 104 hours; excess paid at 4.33 hrs/pp (straight time)
Signing Bonus	Net \$1,000 signing bonus for initial transitioning officers.
Uniform Allowance	Quarter Master Program w/uniform cleaning
Reimbursement for lost or Damaged Property	Evaluated per incident w/management approval.
Incentive	5% for AA/BS/MS/Intermediate Post/Advanced Post not to exceed 25%
PERS	3% at 50 City pays both employee & employer contribution.
Deferred Compensation City match (401a)	The City will match a 100% of employee contribution to a deferred compensation plan up to 2%. 1 year vesting period.

City of Elk Grove Benefits for Sworn Management		
Incentive	5% for AA/BS/MS/Intermediate Post/Advanced Post not to exceed 25%	
City Vehicle Use	Home retention vehicles or \$300.00 car allowance	
Signing Bonus	Net \$1,000 signing bonus for initial transitioning officers.	
Uniform Allowance	Quarter Master program (if applicable)	
PERS	3% at 50 City pays both employee & employer contribution.	

	City of Elk Grove Salaries for Sworn Police Personnel	
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Police Officer	\$50,667 - \$77,023	
Police Sergeant	\$58,733 - \$91,037	
Police Lieutenant	\$80,902-\$113,262	
Police Captain	\$93,035 - \$130,250	_

CERTIFICATION ELK GROVE CITY COUNCIL RESOLUTION NO. 2005-254

STATE OF CALIFORNIA)COUNTY OF SACRAMENTO)SSCITY OF ELK GROVE))

I, Peggy E. Jackson, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on the 1st day of September, 2005 by the following vote:

AYES 3: COUNCILMEMBERS: Scherman, Soares, Briggs

NOES 0: COUNCILMEMBERS:

ABSTAIN 0: COUNCILMEMBERS:

ABSENT 2: COUNCILMEMBERS: Leary, Cooper

Peggy E. Jackson, City Clerk City of Elk Grove, California