

**RESOLUTION NO. 2005-255**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE  
AUTHORIZING BENEFITS FOR PUBLIC SAFETY PERSONNEL IN THE CITY  
OF ELK GROVE POLICE DEPARTMENT**

**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**, the City must have the ability to attract the best law enforcement professional in the region; and

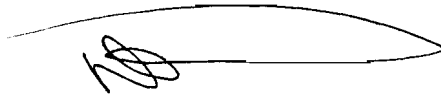
**WHEREAS**, the City's benefit package is competitive, and structured to attract, and retain the best law enforcement personnel from the region; and

**WHEREAS**, the benefit package provides flexibility for sworn personnel to earn additional pay incentives through the City's Pay-for-Performance program; and

**WHEREAS**, a benefits package has been development and the City Manager is recommending benefits as proposed in Attachment A for City Council approval.


**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Elk Grove approves benefits as set forth in Attachment A for the public safety personnel in the Elk Grove Police Department. The City Council also authorizes the City Manager to make minor amendments to the benefits 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.

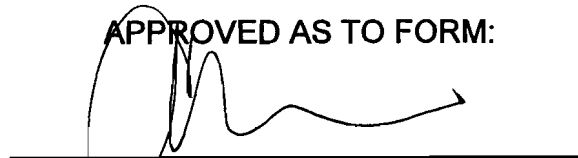


DANIEL BRIGGS, MAYOR of the  
CITY OF ELK GROVE

ATTEST:

  
PEGGY E. JACKSON, CITY CLERK

APPROVED AS TO FORM:

  
ANTHONY B. MANZANETTI,  
CITY ATTORNEY

## Attachment A - Proposed Salary/Benefits for Public Safety Personnel

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

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

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

**CERTIFICATION  
ELK GROVE CITY COUNCIL RESOLUTION NO. 2005-255**

**STATE OF CALIFORNIA            )**  
**COUNTY OF SACRAMENTO        )**        **ss**  
**CITY 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***

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