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**City of Las Cruces**<sup>®</sup>  
 PEOPLE HELPING PEOPLE

**Council Action and Executive Summary**

Item # 4      Ordinance/Resolution# 12-011

For Meeting of \_\_\_\_\_  
 (Ordinance First Reading Date)

For Meeting of July 18, 2011  
 (Adoption Date)

**TITLE: A RESOLUTION APPROVING AMENDING THE PAY TABLES FOR POLICE SERGEANTS, LIEUTENANTS, AND DEPUTY CHIEFS AND FIRE BATALLION CHIEFS AND DEPUTY CHIEFS.**

**PURPOSE(S) OF ACTION:**

Amend pay tables and provide a one and one half (1 ½) percent increase for Fire Battalion and Deputy Chiefs, Police Sergeants, Lieutenants, Commanders and Deputy Chiefs.

<b>COUNCIL DISTRICT: N/A</b>		
<b><u>Drafter/Staff Contact:</u></b> Andre Moquin	<b><u>Department/Section:</u></b> Human Resources	<b><u>Phone:</u></b> 528-3401
<b><u>City Manager Signature:</u></b>		

**BACKGROUND / KEY ISSUES / CONTRIBUTING FACTORS:**

City Administration is cognizant of wage differentials and the importance of managing compensation plans to avoid pay compression between job classes. The last proposed increase approved by Council for these positions dates back to June 2008.

The amendments to the pay tables will result in three (3) year Fire Battalion Chiefs salaries increasing from seventy-eight thousand and sixty-five (\$78,065) dollars to seventy-nine thousand two hundred and thirty-six (\$79,236) dollars per year; Fire Deputy Chiefs salaries increasing from eighty-three thousand five hundred and twenty-nine (\$83,529) dollars to eighty-four thousand seven hundred and eighty-two (\$84,782) dollars per year (Exhibit A); three (3) year Police Sergeants salaries increasing from sixty-six thousand four hundred and fifty-one (\$66,451) dollars to sixty-seven thousand four hundred and forty-eight (\$67,448) dollars per year; three (3) year Police Lieutenant salaries increasing from eighty-six thousand seven hundred and five (\$86,705) dollars to eighty-eight thousand and five (\$88,005) dollars per year; and Police Deputy Chief salaries increasing from ninety-two thousand five hundred and eighty-two (\$92,582) dollars to ninety-three thousand nine hundred and seventy-one (\$93,971) dollars per year (Exhibit D).

These amended pay tables also reflect the addition of a Police Commander position. These budgeted positions will in effect be integral components to the East/West command structure and are initially set at ninety thousand (\$90,000) dollars per year.

(Continue on additional sheets as required)

The cost associated with these pay table amendments is approximately forty-two thousand (\$42,000) dollars.

**SUPPORT INFORMATION:**

1. Resolution.
2. Exhibit "A", current LCFD Deputy Chief and Battalion Chief Pay Schedule.
3. Exhibit "B", amended LCFD Deputy Chief and Battalion Chief Pay Schedule.
4. Exhibit "C", current LCPD Sergeant, Lieutenant, Commander and Deputy Chief Pay Schedule.
5. Exhibit "D", amended LCPD Sergeant, Lieutenant, Commander and Deputy Chief Pay Schedule.

**SOURCE OF FUNDING:**

<b>Is this action already budgeted?</b>	Yes	<input checked="" type="checkbox"/>	See fund summary below
	No	<input type="checkbox"/>	If No, then check one below:
	<i>Budget Adjustment Attached</i>	<input type="checkbox"/>	Expense reallocated from: _____
		<input type="checkbox"/>	Proposed funding is from a new revenue source (i.e. grant; see details below)
	<input type="checkbox"/>	Proposed funding is from fund balance in the Fund.	
<b>Does this action create any revenue?</b>	Yes	<input type="checkbox"/>	Funds will be deposited into this fund: in the amount of \$ _____ for FY__.
	No	<input checked="" type="checkbox"/>	There is no new revenue generated by this action.

**BUDGET NARRATIVE**

A budget adjustment will be brought forward for FY 12 at the beginning of the fiscal year. Estimated cost \$42,000.

**FUND EXPENDITURE SUMMARY:**

Fund Name(s)	Account Number(s)	Expenditure Proposed	Available Budgeted Funds in Current FY	Remaining Funds	Purpose for Remaining Funds
Various	Various	Various	Various	Various	Various

(Continue on additional sheets as required)

**OPTIONS / ALTERNATIVES:**

1. Vote "Yes"; this will approve amendments to pay tables for public safety managerial positions;
2. Vote "No"; this action will not approve amendments to pay tables for public safety managerial positions and will leave current pay tables in place;
3. "Vote" to amend; this action will allow Council to modify the proposed pay tables;
4. "Vote" to table; this action will leave current pay tables in place and delay salary increases for public safety managerial positions.

**REFERENCE INFORMATION:**

The resolution(s) and/or ordinance(s) listed below are only for reference and are not included as attachments or exhibits.

N/A

(Continue on additional sheets as required)

RESOLUTION NO. 12-011**A RESOLUTION APPROVING AMENDING THE PAY TABLES FOR POLICE SERGEANTS, LIEUTENANTS, AND DEPUTY CHIEFS AND FIRE BATALLION CHIEFS AND DEPUTY CHIEFS.**

The City Council is informed that:

**WHEREAS**, City Administration is cognizant of wage differentials and the importance of managing compensation plans to avoid pay compression between job classes; and

**WHEREAS**, amendments to the pay tables will result in three (3) year Fire Battalion Chiefs salaries increasing from seventy-eight thousand and sixty-five (\$78,065) dollars to seventy-nine thousand two hundred and thirty-six (\$79,236) dollars per year; and

**WHEREAS**, amendments to the pay tables will result in Fire Deputy Chiefs salaries increasing from eighty-three thousand five hundred and twenty-nine (\$83,529) dollars to eighty-four thousand seven hundred and eighty-two (\$84,782) dollars per year; and

**WHEREAS**, amendments to the pay tables will result in three (3) year Police Sergeants salaries increasing from sixty-six thousand four hundred and fifty-one (\$66,451) dollars to sixty-seven thousand four hundred and forty-eight (\$67,448) dollars per year; and

**WHEREAS**, amendments to the pay tables will result in three (3) year Police Lieutenant salaries increasing form eighty-six thousand seven hundred and five (\$86,705) dollars to eighty-eight thousand and five (\$88,005) dollars per year; and

**WHEREAS**, amendments to the pay tables will result in Police Deputy Chief salaries increasing from ninety-two thousand five hundred and eighty-two (\$92,582)

dollars to ninety-three thousand nine hundred and seventy-one (\$93,971) dollars per year; and

**WHEREAS**, amended pay tables also reflect the addition of a Police Commander position which are integral components to the East/West command structure and initially set at ninety thousand (\$90,000) dollars per year.

**NOW, THEREFORE**, Be it resolved by the governing body of the City of Las Cruces:

**(I)**

**THAT** the amendments to pay table for Fire and Police department management personnel, attached herein as Exhibits B and D are hereby approved.

**(II)**

**THAT** City staff is hereby authorized to do all deeds necessary in the accomplishment of the herein above.

**DONE AND APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

APPROVED:

(SEAL)

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

Moved by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

VOTE:

Mayor Miyagishima: \_\_\_\_\_

Councillor Silva: \_\_\_\_\_

Councillor Connor: \_\_\_\_\_

Councillor Pedroza: \_\_\_\_\_

Councillor Small: \_\_\_\_\_

Councillor Sorg: \_\_\_\_\_

Councillor Thomas: \_\_\_\_\_

APPROVED AS TO FORM:

  
\_\_\_\_\_  
City Attorney

CITY OF LAS CRUCES  
 LCFD - Deputy Chief - Battalion Chief  
 PAY SCHEDULE EFFECTIVE 9/21/09

Battalion Chief

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 70,807	\$ 74,347	\$ 78,065
Monthly	\$ 5,900.60	\$ 6,195.62	\$ 6,505.41
Pay Period	\$ 2,723.35	\$ 2,859.52	\$ 3,002.50
Hourly	\$ 24.32	\$ 25.53	\$ 26.81

Based on 2912 Annual Hours

Deputy Fire Chief

Annual	\$ 83,529
Monthly	\$ 6,960.78
Pay Period	\$ 3,212.67
Hourly	\$ 40.16

Based on 2080

CITY OF LAS CRUCES  
 LCFD - Deputy Chief - Battalion Chief  
 PAY SCHEDULE EFFECTIVE 07/17/11

Battalion Chief

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 71,869	\$ 75,463	\$ 79,236
Monthly	\$ 5,989.10	\$ 6,288.56	\$ 6,602.99
Pay Period	\$ 2,764.20	\$ 2,902.41	\$ 3,047.53
Hourly	\$ 24.68	\$ 25.91	\$ 27.21

Based on 2912 Annual Hours

Battalion Chief

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 71,869	\$ 75,463	\$ 79,236
Monthly	\$ 5,989.10	\$ 6,288.56	\$ 6,602.99
Pay Period	\$ 2,764.20	\$ 2,902.41	\$ 3,047.53
Hourly	\$ 34.55	\$ 36.28	\$ 38.09

Based on 2080 Annual Hours

Deputy Fire Chief

Annual	\$ 84,782
Monthly	\$ 7,065.20
Pay Period	\$ 3,260.86
Hourly	\$ 40.76

Based on 2080

**CITY OF LAS CRUCES**  
**LCPD - Sergeant, Lieutenant & DC 07.08**  
 EFFECTIVE 7/07/08

	Step 1			Step 2			Step 3					
	Annual	Monthly	Bi-weekly	Hourly	Annual	Monthly	Bi-weekly	Hourly	Annual	Monthly	Bi-weekly	Hourly
Sergeant	\$ 59,992.26	\$ 4,999.36	\$ 2,307.39	\$ 28.84	\$ 62,848.34	\$ 5,237.36	\$ 2,417.24	\$ 30.22	\$ 66,451.55	\$ 5,537.63	\$ 2,555.83	\$ 31.95
PO P11												

	Step 1			Step 2			Step 3					
	Annual	Monthly	Bi-weekly	Hourly	Annual	Monthly	Bi-weekly	Hourly	Annual	Monthly	Bi-weekly	Hourly
Lieutenant	\$ 78,901.66	\$ 6,575.14	\$ 3,034.68	\$ 37.93	\$ 82,708.33	\$ 6,892.36	\$ 3,181.09	\$ 39.76	\$ 86,705.33	\$ 7,225.44	\$ 3,334.82	\$ 41.69
PO P12												

	Annual	Monthly	Bi-weekly	Hourly
Deputy Chiefs	\$ 92,582.58	\$ 7,715.22	\$ 3,560.87	\$ 44.51
PO P12				

CITY OF LAS CRUCES  
 LCPD - Sergeant, Lieutenant, Commander & Deputy Chief  
 EFFECTIVE 07/17/11

		Step 1	Step 2	Step 3
	Entry Level	Beg of 2nd Yr	Beg of 4th Yr	
Sergeant	Annual \$ 60,892	\$ 63,791	\$ 67,448	
	Monthly \$ 5,074.35	\$ 5,315.92	\$ 5,620.69	
PDS	Bi-weekly \$ 2,342.01	\$ 2,453.50	\$ 2,594.17	
	Hourly \$ 29.28	\$ 30.67	\$ 32.43	

	Step 1	Step 2	Step 3
	Entry Level	Beg of 2nd Yr	Beg of 4th Yr
Lieutenant	Annual \$ 80,085	\$ 83,949	\$ 88,006
	Monthly \$ 6,673.77	\$ 6,995.75	\$ 7,333.83
PDL	Bi-weekly \$ 3,080.20	\$ 3,228.81	\$ 3,384.84
	Hourly \$ 38.50	\$ 40.36	\$ 42.31

Commander	Annual	\$ 90,000
	Monthly	\$ 7,500.00
	Bi-weekly	\$ 3,461.54
	Hourly	\$ 43.27

Deputy Chief	Annual	\$ 93,971
	Monthly	\$ 7,830.94
	Bi-weekly	\$ 3,614.28
	Hourly	\$ 45.18