

City of Las Cruces®

PEOPLE HELPING PEOPLE

Council Action and Executive Summary

Item # 6

Ordinance/Resolution# 13-061

For Meeting of _____
(Ordinance First Reading Date)

For Meeting of November 5, 2012
(Adoption Date)

Please check box that applies to this item:

QUASI JUDICIAL

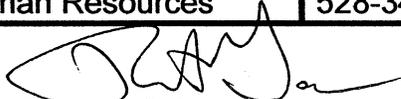
LEGISLATIVE

ADMINISTRATIVE

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

PURPOSE(S) OF ACTION:

Approve amended pay tables.

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

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 July 2011.

The amendments to the pay tables will allow salaries for these employees to remain competitive and result in Three (3) Year Fire Battalion Chiefs salaries increasing from \$79,235.85 per year to \$80,424.39 per year; Fire Deputy Chiefs salaries increasing from \$84,782.36 to \$87,000.00 per year (Exhibit "A"); Three (3) Year Police Sergeants salaries increasing from \$67,448.33 per year to \$68,460.05 per year; Three (3) Year Police Lieutenant salaries increasing from \$88,005.91 per year to \$89,326.00 per year; Police Commander salaries increasing from \$90,000.00 per year to \$91,350.00 per year, and Police Deputy Chiefs salaries increasing from \$93,971.32 per year to \$95,380.89 per year (Exhibit "D").

The cost associated with these pay table amendments is approximately \$48,000.00.

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.

(Continue on additional sheets as required)

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:

Is this action already budgeted?	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.
Does this action create any revenue?	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

The total increase from these changes are estimated at \$48,000, and were included as part of the approved FY13 Budget. Appropriate adjustments to Police and Fire Department budgets will be made.

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

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.

(Continue on additional sheets as required)

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. 13-061**A RESOLUTION APPROVING AMENDING THE PAY TABLES FOR POLICE SERGEANTS, LIEUTENANTS, AND DEPUTY CHIEFS AND FIRE BATTALION 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, the last proposed increase approved by City Council for these positions dates back to July 2011, as shown in Exhibit "A" and Exhibit "C", attached hereto; and

WHEREAS, amendments to the pay tables will result in Three Year Fire Battalion Chiefs salaries increasing from \$79,236.00 per year to \$80,424.39 per year; and

WHEREAS, amendments to the pay tables will result in Fire Deputy Chiefs salaries increasing from \$84,782.00 per year to \$87,000.00 per year; and

WHEREAS, amendments to the pay tables will result in Three Year Police Sergeants salaries increasing from \$67,448.00 per year to \$68,460.00 per year; and

WHEREAS, amendments to the pay tables will result in Three Year Police Lieutenant salaries increasing from \$88,006.00 per year to \$89,326.00 per year; and

WHEREAS, amendments to the pay tables will result Police Commander salaries increasing from \$90,000.00 per year to \$91,350.00 per year; and

WHEREAS, amendments to the pay tables will result in Police Deputy Chiefs salaries increasing from \$93,971.00 per year to \$95,381.00 per year.

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

(I)

THAT the amendments to pay tables 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:

Mayor

ATTEST:

City Clerk

(SEAL)

VOTE:

- Mayor Miyagishima: _____
- Councillor Silva: _____
- Councillor Smith: _____
- Councillor Pedroza: _____
- Councillor Small: _____
- Councillor Sorg: _____
- Councillor Thomas: _____

Moved by: _____

Seconded by: _____

APPROVED AS TO FORM:

A. J. [Signature]

City Attorney

CITY OF LAS CRUCES
 LCFD - Deputy Chief - Battalion Chief
 PAY SCHEDULE EFFECTIVE 07/31/11

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
 LCFD - Deputy Chief - Battalion Chief
 PAY SCHEDULE EFFECTIVE 11/18/2012

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 72,947.29	\$76,594.65	\$ 80,424.39
Monthly	\$ 6,078.94	\$ 6,382.89	\$ 6,702.03
Pay Period	\$ 2,805.67	\$ 2,945.95	\$ 3,093.25
Hourly	\$ 25.05	\$ 26.30	\$ 27.62

Based on 2912 Annual Hours

Battalion Chief

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 72,947.29	\$76,594.65	\$ 80,424.39
Monthly	\$ 6,078.94	\$ 6,382.89	\$ 6,702.03
Pay Period	\$ 2,805.67	\$ 2,945.95	\$ 3,093.25
Hourly	\$ 25.05	\$ 26.30	\$ 27.62

Based on 2080 Annual Hours

Deputy Fire Chief

Annual	\$ 87,000.00
Monthly	\$ 7,250.00
Pay Period	\$ 3,346.15
Hourly	\$ 29.88

Based on 2080

CITY OF LAS CRUCES
 LCPD - Sergeant, Lieutenant, Commander & Deputy Chief
 EFFECTIVE 07/31/11

		Step 1	Step 2	Step 3
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
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

Exhibit "D"

CITY OF LAS CRUCES
 LCPD - Sergeant, Lieutenant, Commander & Deputy Chief
 EFFECTIVE 11/18/12

		Step 1	Step 2	Step 3
	Entry Level	Beg of 2nd Yr	Beg of 4th Yr	
Sergeant	Annual	\$ 61,806	\$ 64,748	\$ 68,460
	Monthly	\$ 5,150.46	\$ 5,395.66	\$ 5,705.00
PDS	Bi-weekly	\$ 2,377.14	\$ 2,490.31	\$ 2,633.08
	Hourly	\$ 29.71	\$ 31.13	\$ 32.91

		Step 1	Step 2	Step 3
	Entry Level	Beg of 2nd Yr	Beg of 4th Yr	
Lieutenant	Annual	\$ 81,286	\$ 85,208	\$ 89,326
	Monthly	\$ 6,773.87	\$ 7,100.68	\$ 7,443.83
PDL	Bi-weekly	\$ 3,126.40	\$ 3,277.24	\$ 3,435.62
	Hourly	\$ 39.08	\$ 40.97	\$ 42.95

Commander	Annual	\$ 91,350
	Monthly	\$ 7,612.50
	Bi-weekly	\$ 3,513.46
	Hourly	\$ 43.92

Deputy Chief	Annual	\$ 95,381
	Monthly	\$ 7,948.41
	Bi-weekly	\$ 3,668.50
	Hourly	\$ 45.86