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City of Las Cruces[®]
 PEOPLE HELPING PEOPLE

Council Action and Executive Summary

Item # 11 Ordinance/Resolution# 14-018

For Meeting of _____
 (Ordinance First Reading Date)

For Meeting of July 15, 2013
 (Adoption Date)

Please check box that applies to this item:

QUASI JUDICIAL LEGISLATIVE ADMINISTRATIVE

TITLE: A RESOLUTION TO APPROVE AMENDING PAY TABLES FOR FIRE DEPARTMENT BATTALION CHIEFS AND DEPUTY CHIEFS AND POLICE DEPARTMENT SERGEANTS, LIEUTENANTS, COMMANDERS, 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 the importance of managing compensation plans to avoid pay compression between job classes, and to maintain competitive wages. Amending pay tables will support strategic efforts for the City of Las Cruces to be the employer of choice and support the goal of providing attractive benefits and wages.

The last proposed increase to Fire Department Battalion and Deputy Chief's pay tables, referenced in Exhibit "A", and Police Department Sergeant's, Lieutenant's, Commander's, and Deputy Chief's pay tables, referenced in Exhibit "C", was approved by Council in November, 2012.

The combined cost associated with implementing the pay table amendments for Fire Department Battalion and Deputy Chief's, referenced in Exhibit "B", and Police Department Sergeant's, Lieutenant's, Commander's, and Deputy Chief's, referenced in Exhibit "D", is approximately forty-nine thousand dollars (\$49,000).

SUPPORT INFORMATION:

1. Resolution.
2. Exhibit "A", current LCFD Battalion Chief and Deputy Chief Pay Table.

(Continue on additional sheets as required)

3. Exhibit "B", amended LCFD Battalion Chief and Deputy Chief Pay Table.
4. Exhibit "C", current LCPD Sergeant, Lieutenant, Commander, and Deputy Chief Pay Table.
5. Exhibit "D", amended LCPD Sergeant, Lieutenant, Commander, and Deputy Chief Pay Table.

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 (# and Fund Name) Fund.
Does this action create any revenue?	Yes	<input type="checkbox"/>	Funds will be deposited into this fund: (Fund #) in the amount of \$ _____ for FY__.
	No	<input checked="" type="checkbox"/>	There is no new revenue generated by this action.

BUDGET NARRATIVE

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FUND EXPENDITURE SUMMARY:

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

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 would 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:

N/A

RESOLUTION NO. 14-018

A RESOLUTION TO APPROVE AMENDING PAY TABLES FOR FIRE DEPARTMENT BATTALION CHIEFS AND DEPUTY CHIEFS AND POLICE DEPARTMENT SERGEANTS, LIEUTENANTS, COMMANDERS, AND DEPUTY CHIEFS.

The City Council is informed that:

WHEREAS, City Administration is cognizant of the importance of managing compensation plans to avoid pay compression between job classes, and to maintain competitive wages; and

WHEREAS, amending pay tables will support strategic efforts for the City of Las Cruces to be the employer of choice and support the goal of providing attractive benefits and wages; and

WHEREAS, the last proposed increase to Fire Department Battalion and Deputy Chief's pay tables, Exhibit "A", and Police Department Sergeant's, Lieutenant's, Commander's, and Deputy Chief's pay tables, Exhibit "C", was approved by Council in November, 2012; and

WHEREAS, the combined cost associated with implementing the pay table amendments for Fire Department Battalion and Deputy Chief's, Exhibit "B", and Police Department Sergeant's, Lieutenant's, Commander's, and Deputy Chief's, Exhibit "D", is approximately forty-nine thousand dollars (\$49,000).

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 personnel, attached hereto 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:



City Attorney

**CITY OF LAS CRUCES
LCFD Battalion Chief - Deputy Chief
PAY SCHEDULE EFFECTIVE 11/18/2012**

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

Deputy Chief

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

**CITY OF LAS CRUCES
LCFD - Battalion Chief - Deputy Chief
PAY TABLE EFFECTIVE 2013**

Battalion Chief

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 74,041.59	\$ 77,743.66	\$ 81,630.84
Monthly	\$ 6,170.13	\$ 6,478.64	\$ 6,802.57
Pay Period	\$ 2,847.75	\$ 2,990.14	\$ 3,139.65

Deputy Chief

Annual	\$ 88,305.13
Monthly	\$ 7,358.76
Pay Period	\$ 3,396.35

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

		Step 1	Step 2	Step 3
Sergeant		Entry Level	Beg of 2nd Yr	Beg of 4th Yr
	Annual	\$ 61,805.53	\$ 64,747.93	\$ 68,460.05
	Monthly	\$ 5,150.46	\$ 5,395.66	\$ 5,705.00
	Bi-weekly	\$ 2,377.14	\$ 2,490.31	\$ 2,633.08

		Step 1	Step 2	Step 3
Lieutenant		Entry Level	Beg of 2nd Yr	Beg of 4th Yr
	Annual	\$ 81,286.46	\$ 85,208.19	\$ 89,326.00
	Monthly	\$ 6,773.87	\$ 7,100.68	\$ 7,443.83
	Bi-weekly	\$ 3,126.40	\$ 3,277.24	\$ 3,435.62

Commander	Annual	\$ 91,350.00
	Monthly	\$ 7,612.50
	Bi-weekly	\$ 3,513.46

Deputy Chief	Annual	\$ 95,380.89
	Monthly	\$ 7,948.41
	Bi-weekly	\$ 3,668.50

CITY OF LAS CRUCES
LCPD - Sergeant, Lieutenant, Commander & Deputy Chief
EFFECTIVE 2013

Sergeant		Step 1	Step 2	Step 3
		Entry Level	Beg of 2nd Yr	Beg of 4th Yr
	Annual	\$ 62,732.74	\$ 65,719.28	\$ 69,487.08
	Monthly	\$ 5,227.73	\$ 5,476.61	\$ 5,790.59
	Bi-weekly	\$ 2,412.80	\$ 2,527.66	\$ 2,672.58

Lieutenant		Step 1	Step 2	Step 3
		Entry Level	Beg of 2nd Yr	Beg of 4th Yr
	Annual	\$ 82,505.89	\$ 86,486.45	\$ 90,666.02
	Monthly	\$ 6,875.49	\$ 7,207.20	\$ 7,555.50
	Bi-weekly	\$ 3,173.30	\$ 3,326.40	\$ 3,487.15

Commander	Annual	\$ 92,720.38
	Monthly	\$ 7,726.70
	Bi-weekly	\$ 3,566.17

Deputy Chief	Annual	\$ 96,811.73
	Monthly	\$ 8,067.64
	Bi-weekly	\$ 3,723.53