



67
City of Las Cruces[®]
 PEOPLE HELPING PEOPLE

Council Action and Executive Summary

Item # 8 Ordinance/Resolution# 15-024

For Meeting of _____
 (Ordinance First Reading Date)

For Meeting of August 18, 2014
 (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 City has reviewed market competitors and is recommending a three (3) percent increase for Police and Fire Deputy Chiefs and a two (2) percent increase for Battalion Chiefs, Sergeants, Lieutenants, and Commanders. The last proposed increase for these employee classes was approved by Council in July, 2013.

The combined cost associated with implementing the pay table amendments for Fire Department Battalion and Deputy Chiefs, referenced in Exhibit "A", and Police Department Sergeants, Lieutenants, Commanders, and Deputy Chiefs, referenced in Exhibit "B", is approximately sixty-eight thousand three-hundred and sixty-five (\$68,365) dollars.

SUPPORT INFORMATION:

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

(Continue on additional sheets as required)

- Exhibit "B", 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 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 costs of implementing the proposed salary schedules are included in the Fiscal Year 2015 budget adopted by the City Council on May 5, 2014.

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:

- Vote "Yes"; this will approve amendments to pay tables for public safety managerial positions.
- Vote "No"; this action will not approve amendments to pay tables for public safety managerial positions and will leave current pay tables in place.
- Vote to "Amend"; this would allow Council to modify the proposed pay tables.
- Vote to "Table"; this action will leave current pay tables in place and delay salary increases for public safety managerial positions.

REFERENCE INFORMATION:

N/A

RESOLUTION NO. 15-024

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 City has reviewed market competitors and is recommending a three (3) percent increase for Police and Fire Deputy Chiefs and a two (2) percent increase for Battalion Chiefs, Sergeants, Lieutenants, and Commanders; and

WHEREAS, the last proposed increase to Fire Department Battalion and Deputy Chiefs pay tables and Police Department Sergeants, Lieutenants, Commanders, and Deputy Chiefs pay tables 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 Chiefs, Exhibit "A", and Police Department Sergeants, Lieutenants, Commanders, and Deputy Chiefs, Exhibit "B", is approximately sixty-eight thousand three-hundred and sixty-five (\$68,365) dollars.

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 "A" and "B" 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 Levatino: _____

Moved by: _____

Seconded by: _____

APPROVED AS TO FORM:



City Attorney

**CITY OF LAS CRUCES
LCFD - Deputy Chief - Battalion Chief
PAY SCHEDULE EFFECTIVE 8/24/2014**

Battalion Chief

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 75,797.73	\$ 79,573.84	\$ 83,538.77
Monthly	\$ 6,316.48	\$ 6,631.15	\$ 6,961.56
Pay Period	\$ 2,915.30	\$ 3,060.53	\$ 3,213.03
Hourly	\$ 26.0294	\$ 27.3262	\$ 28.6878

Based on 2912 Annual Hours

Battalion Chief

Beginning of:	Year 1	Year 2	Year 3
Annual	\$ 75,797.73	\$ 79,573.84	\$ 83,538.77
Monthly	\$ 6,316.48	\$ 6,631.15	\$ 6,961.56
Pay Period	\$ 2,915.30	\$ 3,060.53	\$ 3,213.03
Hourly	\$ 36.4412	\$ 38.2567	\$ 40.1629

Based on 2080 Annual Hours

Deputy Fire Chief

Annual	\$ 91,232.25
Monthly	\$ 7,602.69
Pay Period	\$ 3,508.93
Hourly	\$ 43.8617

Based on 2080 Annual Hours

CITY OF LAS CRUCES
 LCPD - Sergeant, Lieutenant, Commander & Deputy Chief
 EFFECTIVE 8/24/2014

		Step 1	Step 2	Step 3
		Entry Level	Beg of 2nd Yr	Beg of 4th Yr
Sergeant	Annual	\$ 64,262.66	\$ 67,308.94	\$ 71,152.09
Grade: PDS	Monthly	\$ 5,355.22	\$ 5,609.08	\$ 5,929.34
	Bi-weekly	\$ 2,471.64	\$ 2,588.81	\$ 2,736.62
	Hourly	\$ 30.8955	\$ 32.3601	\$ 34.2077

		Step 1	Step 2	Step 3
		Entry Level	Beg of 2nd Yr	Beg of 4th Yr
Lieutenant	Annual	\$ 84,431.27	\$ 88,491.44	\$ 92,754.61
Grade: PDL	Monthly	\$ 7,035.94	\$ 7,374.29	\$ 7,729.55
	Bi-weekly	\$ 3,247.36	\$ 3,403.52	\$ 3,567.48
	Hourly	\$ 40.5920	\$ 42.5440	\$ 44.5936

Commander	Annual	\$ 94,850.06
Grade: PDC	Monthly	\$ 7,904.17
	Bi-weekly	\$ 3,648.08
	Hourly	\$ 45.6010

Deputy Chief	Annual	\$ 99,994.05
Grade: PDD	Monthly	\$ 8,332.84
	Bi-weekly	\$ 3,845.92
	Hourly	\$ 48.0741