

City Council – Action Request Form

Date: August 4, 2017

To: The City Manager

From: Carmen Caruth, Human Resources Director

Council Action Requested:

Consideration of a Resolution Amending Article II of the City of Winston-Salem Personnel Resolution to Implement Military Incentive Pay for Eligible Sworn Police and Certified Fire Personnel

Summary of Information:

On June 19, 2017 the City Council took the following actions: (1) adopted a budget for FY 2017-18 that contained \$646,000 to implement military incentive pay for sworn police and certified fire personnel and (2) directed staff to bring to the August Public Safety Committee a detailed proposal for implementing military incentive pay within the approved budget.

The implementation of military incentive pay will give the City a competitive advantage when recruiting former military personnel for sworn police and certified fire jobs. The importance of being able to secure these candidates is their military training equips them with a skill set that positions them as excellent candidates for doing the work required of sworn police and certified fire personnel. Currently, many of the jurisdictions that we compete with for public safety job candidates do not provide this type of incentive. North Carolina jurisdictions not offering military incentives include Charlotte and Mecklenburg County, Durham, Fayetteville, Greensboro, High Point, Kernersville and Raleigh. Forsyth County and Guilford County offer military incentives for law enforcement employees only. Both of these jurisdictions offer higher starting salaries for candidates with military service (Forsyth County – up to 5% higher and Guilford County – up to \$3,600 more).

Committee Action:

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| Committee | <u>Public Safety 8/14/17</u> | Action | <u>Approval</u> |
| For | <u>Unanimous</u> | Against | <u> </u> |

Remarks:

Currently, there are 149 sworn police and certified fire employees who have been honorably discharged from the Army, Navy, Air Force, Marines, and Coast Guard, their Reserve units, and the National Guard. Staff recommends that military incentive pay be implemented as follows:

- Current and future sworn police and certified fire employees who have been honorably discharged from the Army, Navy, Air Force, Marines, Coast Guard or any of their Reserve units, as well as the National Guard, after serving at least one year of military service are eligible for military incentive pay.
- Employees on the payroll as of July 1, 2017 who meet the eligibility criteria above will receive a military incentive pay adjustment that is 5% of their base salary. This adjustment will be added to their base pay, retroactive to July 1, 2017. The cost of providing these pay adjustments is within the \$646,000 approved in the FY 2017-18 budget.
- The Police Pay Plan and Fire Pay Plan have been adjusted to include a 5% military incentive pay adjustment to the starting pay for all sworn and certified positions. This incentive is in addition to the education incentives for those holding associates and bachelors degrees. For instance, starting pay for a Police Officer Trainee with a bachelors degree is \$39,380.12, which is 10% more than starting pay for a trainee with no degree. On the new pay schedule, a Police Officer Trainee with a bachelors degree and eligible military service will receive an additional 5% and start at \$41,349.13. Going forward, the military incentive pay will be available to eligible employees hired or promoted after July 1, 2017. The new pay plans are attached.

The accompanying resolution authorizes the City Manager to implement the military pay incentive for eligible sworn police and certified fire employees at outlined above.