



# CITY OF WHEATLAND

## CITY COUNCIL MEETING STAFF REPORT

August 22, 2017

**SUBJECT:** Negotiated Pay Ranges by Classification for Sergeant's Association and Police Officer's Association and Increase to Field Training Officer Incentive Pay

**PREPARED BY:** Susan Mahoney, Finance Director

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### **Recommendation**

Council approval of the attached resolution which establishes the FY 2017-2018 pay ranges for the Wheatland Sergeant's Association and Police Officer's Association positions and increases the Field Training Officer (FTO) incentive pay to 5% from 2.5%.

### **Background/Discussion**

Salary negotiations are conducted annually with each of the represented employee units and individually with unrepresented employees. For FY 2017-2018, the negotiated increase to the pay ranges for the Wheatland Sergeant's Association and Police Officer's Association positions was a COLA of 3.8%. The proposed effective date for this increase is August 14, 2017.

Negotiations included the following change to the terms and conditions of the Sergeant's Memorandum of Understanding and the Police Officer's Memorandum of Understanding (Article III Compensation Plan, Section 3). The proposed effective date for this increase is August 14, 2017.

*"Field Training Officer incentive pay of 2.5% of base pay shall be provided to represented employees who are actively performing the duties of a Field Training Officer during the duration of that service" shall be changed to "Field Training Officer incentive pay of 5.0% of base pay shall be provided to represented employees who are actively performing the duties of a Field Training Officer."*

### **Alternatives**

Approve a COLA at a greater or lesser percentage and/or approve a different FTO incentive pay percentage.

**Fiscal Impact**

The estimated annual cost of the COLA adjustment and the FTO incentive pay adjustment for employees represented by the Wheatland Sergeant's Association and Police Officer's Association is \$26,500. This increase was included in the Operating Budget for FY 2017-2018 adopted June 20, 2017.

**Attachments**

1. Resolution xx-17 Adopting the City's Pay Ranges and FTO Incentive Pay Increase for the Sergeant's Association and Police Officer's Association.

**RESOLUTION NO. xx-17**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
WHEATLAND ADOPTING THE CITY'S PAY RANGES AND  
CHANGE TO THE MEMORANDUM OF UNDERSTANDINGS  
FOR THE SERGEANT'S ASSOCIATION AND THE POLICE  
OFFICER'S ASSOCIATION FOR FISCAL YEAR 2017/2018.**

**WHEREAS**, the City of Wheatland contracted with CPS Human Resource Services in fiscal year 2005/2006 to perform an "Employee Classification and Compensation Study" (the Study); and

**WHEREAS**, the Study has been utilized to create pay ranges and to classify each City employee within a pay range; and

**WHEREAS**, the pay rates of full time and interim employees are defined in Memorandums of Understanding (MOU) and Employment Agreements; and

**WHEREAS**, the City Council of the City of Wheatland approves all employee pay ranges.

**NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE  
CITY OF WHEATLAND THAT:**

1. The above statements are true and correct.
2. That Exhibit "A" attached hereto is adopted as the City of Wheatland's pay ranges for police positions for fiscal year 2017/2018. Exhibit "A" shall be effective as of August 14, 2017.
3. The incentive pay for Field Training Officers will be increased to 5% from 2.5% for represented employees who are actively performing the duties of a Field Training Officer.

**ADOPTED** as a Resolution of the City Council of the City of Wheatland at a meeting thereof held on the 22nd day of August, 2017 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAINING:

By: \_\_\_\_\_  
Rick West, Mayor

ATTEST: \_\_\_\_\_  
Lisa J. Thomason, City Clerk

City of Wheatland  
Sergeant's Association and Police Officer's Association  
FY 2017-2018 Pay Ranges Effective August 14, 2017  
103.8%

Classifications	Range	FY 2016-2017	FY 2017-2018				
		Step 1	Step I	Step II	Step III	Step IV	Step V
	0.5	1874	1,945.21	2,042.47	2,144.60	2,251.83	2,364.42
	1	2914	3,024.73	3,175.97	3,334.77	3,501.51	3,676.58
	2	2987	3,100.51	3,255.53	3,418.31	3,589.22	3,768.68
	3	3062	3,178.36	3,337.27	3,504.14	3,679.34	3,863.31
	4	3138	3,257.24	3,420.11	3,591.11	3,770.67	3,959.20
	5	3217	3,339.25	3,506.21	3,681.52	3,865.59	4,058.87
	6	3297	3,422.29	3,593.40	3,773.07	3,961.72	4,159.81
	7	3379	3,507.40	3,682.77	3,866.91	4,060.26	4,263.27
	8	3464	3,595.63	3,775.41	3,964.18	4,162.39	4,370.51
	9	3550	3,684.90	3,869.15	4,062.60	4,265.73	4,479.02
	10	3639	3,777.28	3,966.15	4,164.45	4,372.68	4,591.31
	11	3730	3,871.74	4,065.33	4,268.59	4,482.02	4,706.12
	12	3823	3,968.27	4,166.69	4,375.02	4,593.77	4,823.46
	13	3919	4,067.92	4,271.32	4,484.88	4,709.13	4,944.58
Police Officer and Reserve Officer	14	4017	4,169.65	4,378.13	4,597.03	4,826.89	5,068.23
	15	4117	4,273.45	4,487.12	4,711.47	4,947.05	5,194.40
	16	4220	4,380.36	4,599.38	4,829.35	5,070.81	5,324.35
Police Corporal	17	4326	4,490.39	4,714.91	4,950.65	5,198.19	5,458.09
	18	4434	4,602.49	4,832.62	5,074.25	5,327.96	5,594.36
	19	4545	4,717.71	4,953.60	5,201.28	5,461.34	5,734.41
Police Sergeant	20	4658	4,835.00	5,076.75	5,330.59	5,597.12	5,876.98
	21	4775	4,956.45	5,204.27	5,464.49	5,737.71	6,024.60
	22	4894	5,079.97	5,333.97	5,600.67	5,880.70	6,174.74
	23	5017	5,207.65	5,468.03	5,741.43	6,028.50	6,329.93
	24	5142	5,337.40	5,604.27	5,884.48	6,178.70	6,487.64
	25	5271	5,471.30	5,744.86	6,032.11	6,333.71	6,650.40
	26	5402	5,607.28	5,887.64	6,182.02	6,491.12	6,815.68
	27	5537	5,747.41	6,034.78	6,336.52	6,653.34	6,986.01
	28	5676	5,891.69	6,186.27	6,495.59	6,820.37	7,161.38
	29	5818	6,039.08	6,341.04	6,658.09	6,990.99	7,340.54
	30	5963	6,189.59	6,499.07	6,824.03	7,165.23	7,523.49
	31	6112	6,344.26	6,661.47	6,994.54	7,344.27	7,711.48
	32	6265	6,503.07	6,828.22	7,169.63	7,528.12	7,904.52
	33	6422	6,666.04	6,999.34	7,349.30	7,716.77	8,102.61
	34	6582	6,832.12	7,173.72	7,532.41	7,909.03	8,304.48
	35	6747	7,003.39	7,353.56	7,721.23	8,107.29	8,512.66
	36	6916	7,178.81	7,537.75	7,914.64	8,310.37	8,725.89
	37	7088	7,357.34	7,725.21	8,111.47	8,517.05	8,942.90
	38	7266	7,542.11	7,919.21	8,315.17	8,730.93	9,167.48
	39	7447	7,729.99	8,116.49	8,522.31	8,948.43	9,395.85
	40	7633	7,923.05	8,319.21	8,735.17	9,171.93	9,630.52
	41	7824	8,121.31	8,527.38	8,953.75	9,401.43	9,871.51
	42	8020	8,324.76	8,741.00	9,178.05	9,636.95	10,118.80
	43	8220	8,532.36	8,958.98	9,406.93	9,877.27	10,371.14
Police Chief *	44	-	-	-	-	-	-
	45	8637	8,965.21	9,413.47	9,884.14	10,378.35	10,897.26
	46	8852	9,188.38	9,647.79	10,130.18	10,636.69	11,168.53
	47	9074	9,418.81	9,889.75	10,384.24	10,903.45	11,448.62

\* The pay rates for this classification is defined in their existing employment agreement.

**Assumptions:**

Ranges originated from the CPS Human Resource Services Compensation Study - see Resolution No. 28-06 Exhibit "A".

The agreed upon Cost of Living factor that was used is the change in the Consumer Price Index - California - All Urban Consumers - San Francisco - dividing by 2,080 and rounding to two places.