



Task Force Retention & Recruitment

Proposal Presented to:

City Administrator, Tammi Saddler Jones

Phase One 2021



1. 401a match (increase & additional increase after 10 years)
2. 3% across the board raises for Public Safety
3. Annual Leave caps increased (Policy change only)
4. Flex Work (Policy Change only)
5. Incentive Proficiency Pay (No impact)

Subsequent Years(2022-2023)

1. Public Safety- raises of 3%, totaling a 9% base pay increase over three year implementation.
2. Separate pay grades for Public Safety
 - Address compression
3. Public Safety- Competitive promotions- 10%
4. Merit % increase for High Performers

Cost Saving Opportunities

1. Request department heads to come in flat in their operational budgets for 2020
2. Terminate the bonus program for the police department(if it has proven to be unsuccessful)
3. Revenue from police cameras
4. Consider how many employees are impacted by longevity pay and decide if we should repurpose the funding