



AGENDA REPORT

Department: Administrative Services - Human Resources
Prepared by: Molly Brennan, Administrative Service Director
Meeting Date: Tuesday, September 5, 2023
Approved by: Ben Martinez, Interim City Manager

SUBJECT:

Police Captain Salary Increase

RECOMMENDATION:

Adopt the Resolution of the City of National City, California, Amending the National City Management Salary Schedule for the Position of Police Captain, and Authorizing an Increase of \$40,800 to the General Fund Police Personnel Services Budget Appropriations.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

Within the National City Police Department, the rank structure of leadership goes from Lieutenant; a Police Officer Association (POA) represented position, to Captain, a Management Group position. During the last collective bargaining agreement between the City and the POA, the benefits for a Lieutenant with an Advanced POST certification increased to 9% of base pay as of July 2022 and 10% of base pay as of July 2023. Once promoted to Captain, those individuals no longer receive POST pay. In April of this year, City Council approved a 3% increase to the Police Captain salary band in order to create a 3.6% differential between Captain and Lieutenant.

Per the POA MOU, as of September 5th, Lieutenants will receive a salary increase of 5.15%, the amount needed to place them between the third and fourth ranked agencies in a regional salary survey. With the new increase for Lieutenants, the Police Captains will be paid 1.44% less than Lieutenant top step base pay plus 10% POST pay (Captain at \$189,686.61 versus Lieutenant + POST of \$192,458.89). Therefore, an increase to the Police Captain pay is necessary.

The City strives to maintain a differential between positions in a series in order to recognize the higher-level duties of the higher-level position, as well as incentivize employees to promote. Staff recommends increasing the Police Captain salary band by 11.608%, effective September 5, 2023. This will create a 10% differential between the Captain's top step salary and the Lieutenant top step plus POST pay.

The already approved equity increase and COLA for Management employees for February 2024 is 5.76% for Captains. This will bring the differential between Captain and Lieutenant up to 16%. Per the current POA MOU, Lieutenants will receive another increase in September 2024 to maintain a salary between the third and fourth ranked agencies in the region. Staff is hopefully that by taking a larger step now to increase the differential between Lieutenants and Captain earnings, we will not have to revisit this topic again in 2024.

FINANCIAL STATEMENT:

An 11.608% salary increase for the City's two Captains will cost approximately \$50,500 over a one-year period. For the remainder of Fiscal Year 2024, the cost will be \$40,800. Approval of this appropriation requires the use of General Fund unassigned fund balance of \$40,800.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Public Safety

ENVIRONMENTAL REVIEW:

This is not a project under CEQA and is therefore not subject to environmental review.CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

Agenda Report posted within 72 hours of meeting date and time in accordance with Brown Act.

ORDINANCE:

Not Applicable

EXHIBITS:

Exhibit A – Management Salary Schedule

Exhibit B – Resolution