RESOLUTION 2018-45

Agenda Item

TO: Mayor and City Council

FROM: Zachary Johnson, Utility Director

DATE: November 5, 2018

RE: Cameron Police Department

Issue

At our October 15th Council Meeting, the Police Department gave a presentation outlining the problems facing the Department in attracting and retaining quality officers. Our low starting salary, compared to surrounding agencies, makes it difficult to attract new officers and our pay matrix hinders our ability to retain officers.

In order to be competitive, the Department has requested a $2.98 per hour increase for all existing officers and a $1.98 per hour increase for all dispatch personnel. The stated increases equate to a budget increase of approximately $154,000 with benefits. There are potential savings to be had by reducing turnover.

Currently, the General Fund has a budgeted deficit of $78,794. Due to the deficit, to fund even a partial increase, additional General Fund revenue is needed.

Recommendation

City Staff recommends passage and approval of this Resolution in support of the Cameron Police Department and directs city staff to seek additional funding for their request.

Resolution 2018-45

A RESOLUTION FOR THE CITY OF CAMERON, MISSOURI SUPPORTING THE CAMERON POLICE DEPARTMENT'S EFFORTS TO IMPROVE RECRUITING AND EMPLOYEE RETENTION

WHEREAS, the City has a Police Department with an impeccable reputation for service to the community; and

WHEREAS, the City desires to provide the Police Department with all necessary tools and funds to continue to be a successful agency; and

WHEREAS, Police Department salaries have become a hindrance to their ability to attract and retain quality employees.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CAMERON, MISSOURI, AS FOLLOWS:

Section 1. The City Council hereby supports the Cameron Police Department's efforts in resolving issues regarding the ability to attract and retain quality employees and directs the Interim City Manager to seek additional funding to assist their efforts.

Section 2. The City Council hereby authorizes the Interim City Manager, City Counselor, and other appropriate City Staff to take all such further actions as may be necessary to carry out the intent of this Resolution.

Section 3. The Mayor is authorized to sign this Resolution approving it on behalf of the City of Cameron.

Section 4. The City Clerk is directed to attest to the Mayor's signature.

Section 5. This Resolution shall take effect and be in force from and after its passage and approval by the Mayor.

PASSED and **APPROVED** this 5th day of November 2018.

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Mayor Darlene Breckenridge

ATTEST:

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City Clerk