

Introduced by: Councilmember Schultz

First Reading: June 18, 2012

Second Reading: June 9, 2012

**CITY OF TAKOMA PARK, MARYLAND
ORDINANCE NO. 2012-27**

**AN ORDINANCE ADOPTING A PAY STRUCTURE
FOR POLICE OFFICERS FOR FISCAL YEAR 2013**

WHEREAS, in accordance with Chapter 4.04, Article 4 of the Takoma Park Code, the City maintains a position classification plan and pay schedule; and,

WHEREAS, on a periodic basis, the City conducts a compensation study to ensure that its pay scales are market competitive and that it is able to attract and retain quality staff; and,

WHEREAS, in 2012, Slavin Management Consultants assisted the City with updating its pay structure; and,

WHEREAS, Slavin Management Consultants found that, on average, the City's pay structure is 4% below market; and,

WHEREAS, Slavin Management Consultants has recommended a new pay structure for police officers for Fiscal Year 2013; and,

WHEREAS, the proposed police pay scale covers officers at the rank of lieutenant and below, some of whom are represented by UFCW Local 400.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT the attached pay scale is adopted for the City's Police Officers at the rank of lieutenant or below for the Fiscal Year beginning July 1, 2012 and ending June 30, 2013, and will remain in effect until amended or repealed by the City Council.

Adopted this 9th day of July, 2012 by roll call vote as follows:

AYES: Williams, Daniels-Cohen, Grimes, Male, Schultz, Seamens

NAYS: None

ABSTAIN: None

ABSENT: None

Fiscal Year 2013 Pay Structure

<u>Police</u>								<u>Police</u>						
	Entry	1st Anniv	2nd Anniv	3rd Anniv					Min (90%)	Step 2	Step 3	Mkt (100%)	Max (125%)	
Grade	Min (90%) Step 1	Step 2	Step 3	Mkt (100%)	Max (125%)	Range Width	Grade Differ	Grade	Step 1	Step 2	Step 3	Mkt (100%)	Max (125%)	
1	\$40,604	\$41,732	\$42,860	\$45,115	\$56,394	37%	n/a	1	\$19.52	\$20.06	\$20.61	\$21.69	\$27.11	
2	\$50,128	\$51,521	\$52,913	\$55,698	\$69,623	37%	11%	3	\$24.10	\$24.77	\$25.44	\$26.78	\$33.47	
4	\$55,642	\$57,188	\$58,734	\$61,825	\$77,281	37%	11%	4	\$26.75	\$27.49	\$28.24	\$29.72	\$37.15	
5	\$61,763	\$63,479	\$65,194	\$68,626	\$85,782	37%	11%	5	\$29.69	\$30.52	\$31.34	\$32.99	\$41.24	
6	\$68,557	\$70,461	\$72,366	\$76,174	\$95,218	37%	11%	6	\$32.96	\$33.88	\$34.79	\$36.62	\$45.78	
7	\$76,098	\$78,212	\$80,326	\$84,553	\$105,692	37%	11%	7	\$36.59	\$37.60	\$38.62	\$40.65	\$50.81	