

FACT SHEET

CITY OF SHREVEPORT, LOUISIANA

<u>TITLE</u> A Resolution Approving the Pay Scale for Police Civil Service personnel of the City of Shreveport and to Otherwise Provide with Respect Thereto	<u>DATE</u> 1/8/2024	<u>ORIGINATING DEPARTMENT</u> CAO
		<u>COUNCIL DISTRICT</u> N/A
		<u>SPONSOR</u> No Sponsor

PURPOSE

To increase pay for Police sworn personnel by 3%, effective February 1, 2024, and to increase certain incentive pay options available to those employees.

BACKGROUND INFORMATION

The approved 2024 budget provides funding for a 3% pay increase for both Police and Fire civil service personnel. This resolution approves the Police pay chart. In addition to the pay increase, there are also incentives for POST-certified lateral transfers from other Police agencies (\$10,000 paid over two years) and a \$7,200 recruitment incentive for other new hires, paid over the first year of employment. The education incentive is doubled and there are increases in the incentive pay amounts available to officers with physical fitness and firearms proficiency.

TIMETABLE

Introduction: 01/09/2024
Final Passage: 01/09/2024

ATTACHMENTS

SPECIAL PROCEDURAL REQUIREMENTS

None

FINANCES

\$
Approximately \$1,164,000 for pay and another \$900,000 to \$1 million for the incentives.

SOURCE OF FUNDS

2024 General Fund Budget

ALTERNATIVES

(1) Adopt the resolution as submitted, or (2) amend the resolution, or (3) reject the resolution.

RECOMMENDATION

It is recommended the City Council adopt the resolution.

FACT SHEET PREPARED BY:

Tom Dark