

RESOLUTION 2023-129

**A RESOLUTION ADOPTING A PAY SCALE FOR PERMANENT
FULL-TIME POLICE OFFICERS**

WHEREAS, a salary survey was conducted in 2022 by a committee consisting of city staff and two council members which was approved by the City Council with the passage of Resolution 2022-52; and

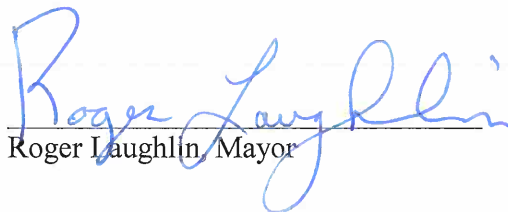
WHEREAS, with recent recruitment challenges, Councilperson Goodweiler directed the City Administrator to bring forward a new pay scale specifically for the West Branch Police Department for future recruitment purposes; and

WHEREAS, the City Administrator and Police Chief are recommending the following police pay scale to be approved and adopted (See Exhibit A); and

WHEREAS, it is the intention of the City Administrator to conduct a wage study every three years to evaluate each position salary to remain competitive in the market and to continue to attract an experienced workforce.

NOW, THEREFORE, BE IT RESOLVED that the City Council of West Branch, Iowa does hereby approve the adoption of a pay scale for permanent full-time police officers.

PASSED AND APPROVED, this 4th day of December, 2023.


Roger Laughlin, Mayor

Attest:


Leslie Brick, City Clerk

EXHIBIT A

FY 25 West Branch PD Wage Scale Matrix							
Job Classification	Start	Certification					
Non Certified	\$62,400.00	\$66,560.00					
Certified Experience Only							
	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years	20 Years
Police Officer	\$69,017.00	\$71,474.00	\$73,931.00	\$76,388.00	\$78,845.00	\$81,302.00	
Police Sergeant			\$76,000.00	\$79,500.00	\$81,000.00	\$84,500.00	\$86,000.00
Police Chief					\$86,000.00	\$93,600.00	\$98,600.00

The values above should be adjusted annually for COLA with all other departments if budget can match COLA for all departments.*

The year value is given for total years of paid law enforcement service, and is laterally transferrable from another agency.

For example, if an Officer is hired and they have 15 years of law enforcement experience they could be started in the 10 year position on the matrix.

Pay is given each new fiscal year not on actual anniversary dates.

Police Officers max at 10 years of certified experience; Management positions max at 20 years of certified experience COLA Increases only.

Years 4, 6, 8,9, 11-19 are COLA increases only with all other departments if the city's budget can match COLA for all departments.