



## **CITY OF MARSHALL**

### **COMMISSION AGENDA INFORMATION SHEET**

**MEETING DATE:** March 22, 2018

**PROJECT:** Consider and act on an Ordinance providing for special seniority pay for newly-hired police officers with prior full-time paid law enforcement experience and providing an effective date.

**DESCRIPTION:** The Police Department strives to hire the most qualified candidates possible. Being able to offer an incentive to experienced Police Officers should greatly increase the pool of highly qualified candidates available to us. The ability to hire experienced police officers would be extremely helpful in filling the open positions in the Police Departments staffing. By hiring certified, experienced officers we can reduce the amount of time required to train them and put them to work. By not being required to send new recruits to the police academy there would be a significant savings in time and cost.

**COST:** This program should result in a net savings to the city.

#### **RECOMMENDED**

**ACTION:** Authorize the ordinance providing for special seniority pay for newly-hired police officers with prior full time paid law enforcement experience and set the effective date as March 23, 2018.

**CITY CONTACT:** Cliff Carruth (Chief of Police)

**Attachment:** Ordinance

cc: File

**AN ORDINANCE PROVIDING FOR SPECIAL SENIORITY PAY FOR NEWLY-HIRED POLICE OFFICERS WITH PRIOR FULL-TIME PAID LAW ENFORCEMENT EXPERIENCE; AND PROVIDING AN EFFECTIVE DATE.**

WHEREAS, the City of Marshall has adopted Chapter 143 of the Local Government Code, or "Civil Service"; and

WHEREAS, the City Commission has the authority, under Chapter 143 and specifically § 143.041, to set seniority pay for classified positions; and

WHEREAS, law enforcement personnel with experience as full-time paid officers can provide valuable service to the City and can meet leadership requirements of the department, as experience in law enforcement is an important factor in predicting the success of police officers; and

WHEREAS, the City of Marshall seeks to recruit such experienced law enforcement personnel; and

WHEREAS, providing seniority pay as described below will assist the City of Marshall in recruiting experienced personnel; and

WHEREAS, the opportunity to advance is a crucial part of the attractiveness of the Marshall Police Department as a destination for experienced officers, which opportunity has been frustrated by the previous structure of the system of hiring; and

WHEREAS, the reduced pay for an officer on probation, while appropriate for entry level officers, creates an unnecessary disincentive to experienced officers who may otherwise be willing to join the Department; and

WHEREAS, this ordinance is intended to explain and supplement the Marshall Police Department Step Plan Pay Scale adopted by the Commission annually as part of the Budget, and;

**NOW, THEREFORE BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF MARSHALL, TEXAS:**

- I.** That police officers hired after March 22, 2018, who possess full-time paid law experience will be placed on the City of Marshall's Police Department step plan.

Pay Scale base on the following:

Officers with a minimum of two years full-time paid experience with any state, county, or municipal law enforcement agency in the United States that has 15 or more full-time paid officers shall be deemed to have one year of seniority with the Marshall Police Department for each year served with that agency up to a maximum of seven transferable years.

- II.** Officers hired under the provisions of this ordinance are eligible for placement on their hire date in the Step Pay System according to seniority calculated under Section I, and are eligible for any available Step Pay System increases after one year of continuous employment.

- III.** Officers hired under the provisions of this ordinance will serve a one-year probationary period. However, the compensation paid to officers will be as provided in Section II of this ordinance during the probationary period

**IV.** The effective date of this ordinance is March 23, 2018 and will be effective until repealed by the City Commission.

PASSED, APPROVED, AND ADOPTED by the City Commission of the City of Marshall, Texas, at a meeting held on this the 22nd day of March, 2018.

ATTEST:

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Elaine Altman, City Secretary

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Larry Hurta, Mayor

APPROVED AS TO FORM:

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Todd Fitts, City Attorney