

RESOLUTION NO. _____

A RESOLUTION APPROVING AN INCENTIVE RECRUITING PLAN FOR THE HIRING OF EXPERIENCED AND CERTIFIED POLICE OFFICERS INTO THE NORTH LITTLE ROCK POLICE DEPARTMENT; AND FOR OTHER PURPOSES.

WHEREAS, after a recent review of the salary schedule for its police officers, the City of North Little Rock (the "City") made revisions to its pay schedules in order to remain comparable to and competitive with other municipalities and properly compensate its officers; and

WHEREAS, recruitment and retention in the police profession across the Nation has become a greater challenge in recent years, and the same is true for the North Little Rock Police Department ("NLRPD"); and

WHEREAS, although critical shortages have not yet occurred for the NLRPD, it is prudent for the safety and security of North Little Rock citizens and residents that every effort be made to attract experienced and certified police officers to the City; and

WHEREAS, it is in the best interests of the City and its residents that an incentive plan be used in order to incentivize experienced and highly qualified applicants to join the NLRPD and become a part of our community and contributing toward making it a safe and secure place to work and live.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS:

SECTION 1: That a recruitment and hiring plan to incentivize experienced and certified police officers to join the North Little Rock Police Department will be put into place as follows:

- A. At the discretion of the North Little Rock Chief of Police,
 - 1) Certified Officers with at least two (2) years of recent experience may begin employment at the 2-year officer rate of pay on the Police Officer Pay Scale, currently \$40,600 annually.
 - 2) Certified Officers with at least five (5) years of recent experience may begin employment at the 5-year officer rate of pay on the police officer pay scale, currently at the annual rate of \$45,749.

(See 2017 Annual Salary Schedule attached hereto as Exhibit "A".)

B. After employment, officers hired with accelerated starting pay will advance through the pay scale with the normal progression provided for all officers.

C. The provisions herein apply only to base salary. All other employee benefits, status, or conditions of employment, monetary or otherwise, will be the same as any other police officer recruit.

SECTION 2: That all resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 3: That this Resolution shall be in full force and effect from and after the date of its passage and approval.

PASSED:

APPROVED:

Mayor Joe A. Smith

SPONSOR:

ATTEST:

Joe A. Smith

Mayor Joe A. Smith *JAS*

Diane Whitbey, City Clerk

APPROVED AS TO FORM:

Jason Carter

C. Jason Carter, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/b

FILED	<u>11:00</u>	A.M.	_____	P.M.
By	<u><i>City Attorney J Carter</i></u>			
DATE	<u><i>1-17-17</i></u>			
Diane Whitbey, City Clerk and Collector North Little Rock, Arkansas				
RECEIVED BY	<u><i>[Signature]</i></u>			

North Little Rock Police Officer
2017 Annual Salary

Salary

Entry level officer	\$38,600.00
1 year officer	\$38,600.00
2 year officer	\$40,600.00
3 year officer	\$40,600.00
4 year officer	\$42,600.00
5 year officer	\$45,749.00
6 year officer	\$45,749.00
7 year officer	\$48,015.00
8 year officer	\$48,015.00
9 year officer	\$52,600.00
10 year officer	\$52,600.00
11 year officer	\$52,600.00
12 year officer	\$52,600.00
13 year officer	\$52,600.00
14 year officer	\$52,600.00
15 year officer	\$54,000.00
16 year officer	\$54,000.00
17 year officer	\$54,000.00
18 year officer	\$58,140.00
19 year officer	\$58,140.00
20 year officer	\$58,140.00

