

Workshop Topic: Employee Pay

Tuesday, April 16, 2024

TISDALE

These are the documents I shared with Councilmembers and the Mayor and CAO during the workshop. The purpose of these documents is to share data/information as we approach the fiscal year budget cycle. The document # below is linked to the workshop video.

My introductory comments

- #1** Timeline of pay raises, city employees
Yellow highlight... Social Security COLA/inflation
- #2** Vacancy Reports, May 10, 2022 & February 23, 2024
Yellow highlight at bottom notes atypical positions
Second page, full-time city employees, 2006 – 2020
- #3** Personnel costs (salary & fringe benefits) by department, sub-department
Pink highlight... number of employees
Yellow highlight... vacancies
- #4** Police... left side, Sworn Compensation Rates... right side, Average hourly rate, hours worked, etc.
Yellow highlight at bottom... some positions receive incentive pay
Note: Average pay calculated based on average hours worked (varies from individual to individual)
Thanks to BPD for providing data
- #5** Sworn Officers... How do we compare with surrounding municipalities, by position/rank?
Southaven is an outlier... included to note how they pay/support entry level officers
Note: No info to determine fringe benefits costs... Salaries only
- #6** Firefighters... Explanation of calculations to determine average hourly rate
Pink highlight... "Average" pay per hour
Green highlight... Minimum staffing requirements
Pink highlight at bottom, overtime pay for FY2023
- #7** Firefighters... How do we compare with surrounding municipalities, by position/rank?

My general/concluding comments

(Insurance, employee pay, budget considerations, \$15/hr minimum? how to approach pay re-structuring?)

Mayor's comments