

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. Click on PAGE to see the handout(s).

My introductory comments

#1 Timeline of pay raises, city employees

PAGE Yellow highlight... Social Security COLA/inflation

#2 Vacancy Reports, May 10, 2022 & February 23, 2024

PAGE 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

PAGE Pink highlight... number of employees
Yellow highlight... vacancies

#4 Police... left side, Sworn Compensation Rates... right side, Average hourly rate, hours worked, etc.

PAGE 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?

PAGE 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

PAGE 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?

PAGE

My general/concluding comments

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

Mayor's comments

The next Employee Pay workshop is Tuesday, May 21, following the Council meeting.