

COUNCIL ACTION FORM

SUBJECT: POLICE SUPERVISOR SHIFT DIFFERENTIAL

BACKGROUND:

Patrol and detective supervisors in the Police Department are required to rotate to a different shift every two years. This rotation was created in 2002 as part of a department-wide reorganization. There were several benefits derived from this change. The schedule changes allowed the Police Department to ensure that a supervisor is always on duty. The required shift rotation resulted in all supervisors working all of the patrol shifts. This change was intended to standardize operations and policy across the department while also broadening the experience of supervisors. While these changes improved departmental operations, these requirements also impose some personal hardship on police supervisors.

In contrast to supervisors, patrol officers covered by the union contract have the ability to bid for the shift of their choice and are paid shift differential for working afternoons or nights. In the current contract these amounts are \$425 annually for afternoon shift and \$632 for night shift. These amounts provide modest recognition of the hardship associated with those schedules. This also offers an incentive to work those shifts.

In the most recent police sergeant promotional examination, there were at least two highly qualified potential candidates who did not compete for advancement to sergeant. In evaluating this process, it appears that there was widespread recognition that the promotion brought extra responsibilities, even while there was little net gain in take-home pay. While personnel policies dictate that candidates receive a salary increase for this promotion, candidates move to a rank where their eligibility for overtime is very restricted and they do not earn shift differential. In addition, the elimination of the corporal rank further diminished the salary difference between sergeants and patrol officers.

The Police Department is the only city department that has this type of shift rotation including mandatory assignment of supervisors to the afternoon and night shift. This required rotation has been beneficial in standardizing practices, improving communication, and strengthening the capabilities of supervisors in the Police Department. Paying shift differential to supervisors is one method for reinforcing the importance of this requirement for police supervisors.

In studying the practices of similar departments in Iowa, those agencies that pay shift differential to patrol officers also pay it to supervisors. The departments paying shift differential to supervisors included Cedar Falls Police, Iowa City Police, and numerous other agencies.

The City's Personnel Policies provide a 5% minimum salary increase when a promotion occurs. Following that same benchmark, it is proposed that supervisory shift differential be set at 5% above the current shift differential for patrol officers. This would result in a FY 2012/13 fixed annual payment of \$446 to three supervisors on the afternoon shift and a fixed annual payment of \$664 for the three supervisors on the night shift.

In total, eleven supervisors would be affected by this change. However, only seven would be eligible in any given year, since the other four work the day shift. The total cost of this change in FY 2012/13, including roll-up, is \$4,962. This funding is available in the Police Department's 2012/13 budget to pay this cost.

Shift differential paid to patrol officers may occasionally be increased as part of union negotiations. Therefore, it is also proposed that the City Manager be authorized to adjust the supervisory rate when needed to maintain the 5% differential.

ALTERNATIVES:

1. Institute a shift differential for supervisors in the Police Department at a rate of \$446 for the afternoon shift and \$664 for the night shift, and authorize the City Manager to periodically adjust this rate in the future when appropriate.
2. Do not institute a shift differential for supervisors in the Police Department at this time.

MANAGER'S RECOMMENDED ACTION:

In order to reinforce the importance of the required shift rotation while also recognizing the importance of having the best leaders in our supervisory position, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving shift differential for supervisors in the Police Department and authorizing the City Manager to adjust this rate in the future when appropriate.