

AS AMENDED ON SEPTEMBER 10, 2012
ORDINANCE No. 2220

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY 13 GENERAL FUND BUDGET TO APPROPRIATE FUNDS TO ADJUST THE SALARY SCALE FOR THE SALISBURY POLICE OFFICERS AND POLICE COMMUNICATION OFFICERS FOR THE PURPOSE OF RECRUITING AND RETAINING EXPERIENCED OFFICERS AND TO BE COMPETITIVE WITH AREA AGENCIES.

WHEREAS, the starting salary for Salisbury Police Officers and Dispatchers Police Communication Officers is below those of area agencies; and

WHEREAS, trained and experienced officers and dispatchers police communication officers are being recruited from the Salisbury Police Department; and

WHEREAS, this Department is experiencing a shortage of experienced and well trained officers and dispatchers police communication officers ; and

WHEREAS, the Salisbury Police Department needs to offer a competitive salary scale to retain experienced law enforcement professionals who are committed to the Community Policing philosophy; and

WHEREAS, an adjustment of the Police Officer and ~~Dispatchers~~ ^{Police communication officers} salary scales would result in better recruitment and better retention of experienced law enforcement professionals.

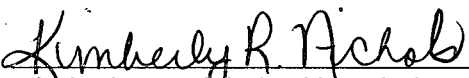
NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF SALISBURY, MARYLAND, that the City's Fiscal Year 2013 General Fund budget be and hereby is amended as follows:

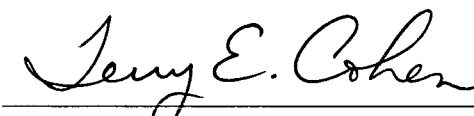
- 1) Increase General Fund Current Surplus Available (01000-469810) by ~~\$400,620.00~~ \$488,042.75
- 2) Increase the Police Department by ~~\$400,620.00~~ \$488,042.75

AND BE IT FURTHER ORDAINED that the City's Pay Plan is amended by adding a new classification entitled Police Communication Officer III to Pay Grade 5.

THIS ORDINANCE was introduced and read at a meeting of the Council of the City of Salisbury held on the 10th day of September, 2012 and, thereafter, a statement of the substance of the Ordinance having been published as required by law, was finally passed by the Council on the 24th day of September, 2012.

ATTEST:


Kimberly R. Nichols, City Clerk


Terry E. Cohen, President

Salisbury City Council

APPROVED BY ME THIS:

26th day of September, 2012

James Ireton Jr.
James Ireton Jr., Mayor

September 7, 2012

TO: John Pick
City Administrator

FROM: Chief Barbara Duncan

SUBJECT: Budget Amendment – Salary Scale Adjustment

Attached hereto is a Budget Amendment requesting that the salary scale pertaining to police officers employed by the Salisbury City Police Department be adjusted in an effort to become competitive with area agencies in the recruitment and retention of experienced law enforcement professionals.

Barbara Duncan
Chief of Police