

ORDINANCE No. 2698

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY2022 GENERAL FUND BUDGET TO ADJUST THE SALISBURY POLICE DEPARTMENT'S PAY PLAN FOR THE PURPOSE OF RECRUITING AND RETAINING EXPERIENCED OFFICERS AND TO BE COMPETITIVE WITH AREA AGENCIES.

WHEREAS, the Salisbury Police Department has the need to provide police personnel with personal growth and career development; and

WHEREAS, a career development program provides trained and experienced police personnel with skill enhancement opportunities; and

WHEREAS, this Department desires to provide every employee with the opportunity to realize professional fulfillment through personal and professional growth; and

WHEREAS, the Salisbury Police Department needs to offer a competitive salary pay scale and career advancement program to retain experienced police professionals who are committed to increasing the Department's ability to maintain a high level of operational readiness; and

WHEREAS, an adjustment of the Police Department's salary pay scale would result in better recruitment and better retention of experienced police professionals.


NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF SALISBURY, MARYLAND, that the City's Fiscal Year 2022 Adopted Police Department's Pay Scale be and hereby is amended as follows:

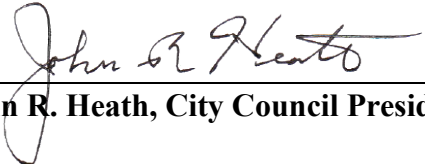
Current Title	Grade	Min Step 1	Mid Step 13	Max Step 25
Cadet/Blue Shirt	1	45,960	N/A	N/A
Police Officer	2	45,960	61,376	80,160
Police Officer 1 <sup>st</sup> Class	3	51,400	67,231	87,807
Senior Police Officer	4	52,886	69,247	90,440
Master Police Officer	5	54,417	71,323	93,152
Corporal	6	61,196	80,087	104,598
Senior Corporal	7	63,031	82,490	107,736
Sergeant	8	64,922	86,291	112,700
Lieutenant	9	70,897	92,876	121,300
Captain	10	78,736	103,199	134,783
Major	11	85,863	112,483	146,909
Colonel	12	93,264	122,178	159,570
Chief of Police	13	98,928	129,599	169,263

AND BE IT FURTHER ORDAINED AND ENACTED BY THE CITY OF SALISBURY, MARYLAND, THAT the City's Police Department's Pay Plan be amended, and this ordinance shall take effect on 12/18/2021.

THIS ORDINANCE was introduced and read at a meeting of the Council of the City of Salisbury held on this 22<sup>nd</sup> day of November, 2021, 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 6<sup>th</sup> day of December, 2021.

ATTEST:

  
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Kimberly R. Nichols, City Clerk

  
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John R. Heath, City Council President

APPROVED BY ME THIS: 7th day of December, 2021

  
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Jacob R. Day, Mayor